

DECEMBER 1959

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE





Season's Greetings

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THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

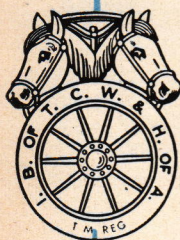
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Teamsters Build For Elderly

The Central Conference of Teamsters authorized the construction of a \$3,500,000 housing project exclusively for elderly people last month at its annual meeting.

Teamster General President James R. Hoffa told newsmen following a business session of the Conference meeting that the housing project would include from 300 to 350 apartment units, complete with medical, recreational and social facilities.

"This is the pilot project in a Teamster plan that we will ultimately spread to other large communities in the nation," Hoffa predicted.

He said that he and other Teamster officials would appoint an 11-man

committee of Detroit citizens to assist in constructing and administering the project. Detroit attorney Allen Schmier was appointed to head the project. He will be the liaison between the union and the builders, Hoffa said.

The project is being financed by the Teamsters in conjunction with one of the Federal mortgage plans. Occupancy will be limited to people who are over 65.

Hoffa said that Teamsters have been promised cooperation from the municipal government of Detroit, and, if everything proceeds according to plans, the land for the project will be acquired by early spring.

K-L-G Deals Blow

To Organizational Picketing

The Kennedy-Landrum-Griffin bill cleared the way for the National Labor Relations Board to rule adversely against the United Furniture Workers and the Teamsters last month concerning organizational picketing.

The Board ruled three-to-one against Local 123 of the UFW and Teamster Local 208 in Los Angeles.

The new so-called labor bill strengthens the unfair Curtis doctrine which seeks to outlaw organizational picketing where unions represent a minority of a company's employees.

In many cases involving the "Curtis" thinking, Appeals Courts have struck down NLRB rulings. The issue is now before the Supreme Court for review.

* * *

Teamsters Win NLRB

Ruling for Sears Worker

Teamster Local 688 in St. Louis, Mo., went to the National Labor Relations Board to protect a woman

employee of Sears Roebuck Company, who was fired for attending a meeting of the Teamsters Local. Sears charged that the woman was a "supervisor." Local 688 told the NLRB that the woman was classified "supervisor" only to keep her out of the bargaining unit. The NLRB ruled that Sears acted illegally, and ordered her reinstated, because the "supervisor" title was merely nominal, plus the fact that the Taft-Hartley law allows "employees" to attend union meetings.

* * *

Rail Employers Step Up Attack on Unions

The Association of American Railroads, an organization similar to the American Trucking Association, has been buying full page advertisements in leading magazines and newspapers to attack the railroad labor unions. But the AAR is no longer signing the ads. Instead the ads list the advertiser merely as "American Railroads." Railroad labor charges that the AAR is ashamed to put their name on the ads.

More Restrictions On Labor Sought

The National Labor-Management Foundation is using the new Kennedy-Landrum-Griffin law as a siphon to extract increased contributions from anti-labor businessmen, promising even more anti-labor legislation.

The president of an eastern trucking company last month gave a Teamsters official a copy of a letter written by Maurice R. Franks, listed as president of the so-called Foundation.

Franks takes full credit for the enactment of the Kennedy-Landrum-Griffin law, but urges new and increased contributions so that more anti-labor legislation can be passed.

Says Franks: "Now that a number of recommendations of the National Labor-Management Foundation have been enacted by the 86th Congress, we must move on to other objectives; which are: (1.) Regulation of organized labor union monopoly. (2.) Give the union member a choice by secret mail ballot as to the calling of a strike. (3.) Prohibit the use of union dues for political purposes. (4.) Outlaw the union shop."

In making his pitch for money, Franks said his organization "is tackling the above objectives head-on. Your financial help is needed to obtain these objectives and to combat the forces already at work to destroy the constructive features of the Kennedy-Landrum-Griffin Act. I hope you will be as generous as possible, since the job is a big one."

* * *

Teamster Named Hospital Director

Charles Cross, administrator of the Los Angeles Teamsters Security Fund, has been named a director of the American Hospital, the hospital's board of directors announced last month.

Cross, a 15-year veteran of the Teamster movement, joins the board of a hospital with a special program of supplementing labor union health and welfare programs to provide maximum hospital and medical care and comprehensive health benefits at the lowest cost to the individual union member.

Teamster Locals 208, 196, 224, 928, 578, 357, and 396 have negotiated a special program for their membership and dependents with American Hospital. Several AFL-CIO unions also have taken advantage of the benefits of the special program.

People Are More Important



WE HAVE been saying for months that the labor movement is under its most serious attack in decades. We have warned that unless the trade unionists of this country wake up and band together to ward off these attacks, the very existence of our organizations as effective instruments for our people is threatened.

Nearly every time we have called attention to the danger signals, management propagandists have gone to work, pooh-pooing our warnings as "Teamster talk." The line goes something like this: "Of course they're screaming. They're being hit. But the rest of the labor movement has nothing to worry about."

Unfortunately, all too many labor leaders in this country have "bought" this line. Starting with the McClellan Committee hearings, where they ran for cover, and continuing through the labor bill fight, where many of them sat in confused silence, scattered and divided by their enemies, even some so-called "leaders" of the trade union movement, seeking respectability above all else, have echoed the NAM propaganda. "That's just scare talk from the Teamsters Union," they seem to be saying.

Yet, in the last few weeks, some things have happened that even the most timid of our fellow trade unionists cannot ignore. When President Eisenhower invoked the provisions of the Taft-Hartley Act after the Steelworkers Union had been on the streets for 116 days, he was trying desperately to break this strike. This strike, above all others in recent years, is a strike in behalf of the entire labor movement. If Big Steel can destroy the mighty Steelworkers Union, and can hold the line against just and fair wage increases, and can unilaterally decide new work rules which mean destitution and despair for thousands of workers who are sacrificed on the altar of technology—if Big Steel can do these things, then all labor will have been set back to its earliest days.

And even as the Steelworkers were sent back to their jobs by force of U. S. law, determined to win their fight regardless of the cost and sacrifice involved, the President of this country announced that he will swing the weight of the federal government against any effort to resume the strike. When the worker's right to strike is taken away from him, what right is left to him?

And notice, if you please, the growth of another danger. Subtly, more and more each week, NAM-Chamber of Commerce strategists, with their captive press, have been beating the drums on a new subject: compulsory arbitration. We didn't hear much about it a few months ago. Now, all of a sudden, it is being discussed in nearly every newspaper and magazine in the country. A new phase of brainwashing the American public has begun.

Politicians are getting new instructions from their Big Business supporters back home. Compulsory arbitration, they say, must be the next big labor "reform." What does compulsory arbitration mean? In the simplest terms, it means the worker has no right to strike. It means that outsiders decide what is right and just for the American worker. It means the end of a free and democratic trade union movement as it has developed in this country, a

movement that has brought to this country the greatest and most widespread prosperity in the history of man.

Under guise of "reform," the American people have been sold one union-busting bill of goods that, if allowed to continue, will deform and unform all labor unions.

But the future dangers posed by the spectre of compulsory arbitration are only a little worse than the dangers posed by the Kennedy-Landrum-Griffin Bill passed by the last Congress. Only gradually will the public as a whole become aware of what this law means to organized labor. I am sorry to say that even some labor leaders are still not awake to its meaning.

For example, take the bonding provisions of the new law. Recently, we were treated to the spectacle of a Committee of the U. S. Senate—the McClellan Committee, of course—attempting to intimidate the bonding company which has agreed to bond our officers, by implying through innuendo that something was wrong with that company. Yet, this company is approved by the U. S. Treasury Department to write bonds in this country. The law provides that only such approved companies may write these bonds. If the government approves, why should anyone else disapprove?

Yet, this committee action warns of a deep danger, a danger whereby, through coercion and intimidation, a government unfriendly to an individual or to a group of individuals in the free American trade union movement may somehow prevent him from being bonded, and thus prevent his serving the people who freely elected him.

It is all well and good for the enemies of this great International Union to sit on the sidelines quietly because the shoe is on somebody else's foot. But they are gravely ignorant if they do not see that what is used against one organization today, may be used against some other militant group tomorrow.

This is not the time for the labor movement to roll over and play dead. The day is here when "acceptance" is not the all-important goal of the American labor leader. He may have to quit a few country clubs. He may for a time have to forego the dubious distinction of being invited to address employers' groups, or represent this country abroad. He may have to realize once again that the people he represents are more important than his personal status on the social ladder.

This great American labor movement was not built by men who yearned for "acceptance." It was built by men who were not afraid of a fight, or not afraid to be roundly criticized as virtual outcasts from society, all because they believed in their hearts that the worker deserved a better life, and that he would have to fight to get it.

Fraternally yours,

A large, stylized handwritten signature of J. R. Hoffa. The signature is written in dark ink and is slanted to the right. It clearly shows the initials "J. R." followed by a large, flowing "Hoffa".



High Court Appeal Fails

'Tell Us When,' IBT Says

THE International Brotherhood of Teamsters last week urged the Board of Monitors to "speed up its agenda" so that "at the earliest possible date, we will have cleared up all of the charges that stand between us and a new convention."

Earlier, the U. S. Supreme Court had refused to hear the union's appeal from a ruling by the U. S. Court of Appeals, which gave to the U. S. District Court the right to set a time for a new convention, and to compel compliance with Monitor directives after a hearing.

President James R. Hoffa expressed disappointment with the high court

ruling. "We will live up to the Supreme Court's decision," he said. "However, we will examine each individual order of the Monitors, and those which we believe will violate our constitution, we will take to court for further hearings."

The union's action in urging the Monitors to speed up their activities reflected concern that the Board's existence might be unnecessarily prolonged.

Under the original consent decree which established the Monitors, a new convention must be held by 1962. The original decree, however, stated that the Teamsters General Executive

Board was empowered to call a convention after one year of Monitorship, which would have been Jan. 31, 1959.

This provision was changed by Federal Judge F. Dickinson Letts, and the change was upheld by the Court of Appeals. Under the new provision, "a new convention and election of officers shall be held . . . when the District Court shall determine that such convention and election be called . . . The plaintiffs (the so-called "13 rank-and-filers"), the defendants (the union), and the Monitors may make recommendations to the District Court as to the time when the next convention and election should be held . . ."

Agreement was finally reached last month on the question of rules governing the conduct of local union elections. Rules governing the restoration of trustee local unions to autonomy are now under study.

President Hoffa announced that, when rules are agreed upon, all trusteeship locals will be returned to autonomy at the soonest possible date. This was Hoffa's original policy, announced in April, 1958. However, in July of that year, the Monitors suspended the policy pending adoption of rules for the removal of trusteeship.

The union has complained about the fact that a backlog of 167 cases exists in Monitor files which have never been marked "closed," although on the great majority of the cases, the union abided by the Monitor recommendation without challenge.

"Unless we can obtain some idea of what we are expected to do in order to qualify for a new convention," President Hoffa said, "and unless there is a limit of some kind, the Board of Monitors could remain in existence indefinitely. I do not believe this would be in the spirit of the original consent decree."

He said that "if we can be told clearly and definitively what we are supposed to do to clean up so-called 'corrupt practices' and get a new convention, we will take immediate action wherever our constitutional procedures are observed and the rights of individuals are duly respected," the General President said.

'Democratic Rights'

"But to prolong the Monitorship to an indefinite future period, and permit the continual submission of recommendations without any time limit being placed, seems to us to violate the democratic rights of our members to conduct their own affairs. We do not think it is right or fair."

The Board of Monitors resulted from a lawsuit filed by the so-called "13 rank-and-filers" from New York City, represented by Godfrey P. Schmidt, which challenged the results of the October, 1957, convention, and asked that a new convention be held.

(Schmidt, originally a Monitor, resigned after the U. S. Court of Appeals found that, during his monitorship, he had served as a representative of Producers Distributors Associates, and Schrafft's Restaurant chain, and

Membership Continues to Soar

Despite the best efforts of government and big business to harass and disrupt the International Brotherhood of Teamsters, hard-working officers and organizers continue to pile up the best record in the American labor movement.

Again last month, Teamster membership reached another all-time high: per capita payments from all local unions totalled 1,677,961 for November, 1959, General Secretary-Treasurer John F. English announced.

The record for the past year and a half has shown a steady growth. In August of 1958, the figure was 1,618,097. In November of 1958, it was 1,631,807. In August of 1959, it was 1,633,417. The new figure reflects an increase of 46,154 over the same month of the previous year.

August and November membership figures are considered to be the most accurate as they reflect that part of the union's membership engaged in seasonal employment.

that members of his law firm represented Howard Johnson Restaurants, Coin Service Co. of New Jersey, and Independent Sanitation Owners Group of New York, arguing for the interests of the employer groups against Teamster local unions. The court ruled this was a potential conflict of interest.)

Monitor Duties

Under the original decree which set up the monitorship, they were charged with these duties:

To protect the rights of individual members and subordinate bodies of the union, particularly in the right to vote periodically for elective officers; the right to honest, advertised elec-

tions; the right to fair and uniform qualifications to stand for office; and the right to freedom to express views at meetings. The Board was to "counsel with" the union's executive board and "make recommendations upon review of appeals" taken pursuant to the union constitution.

Model Code

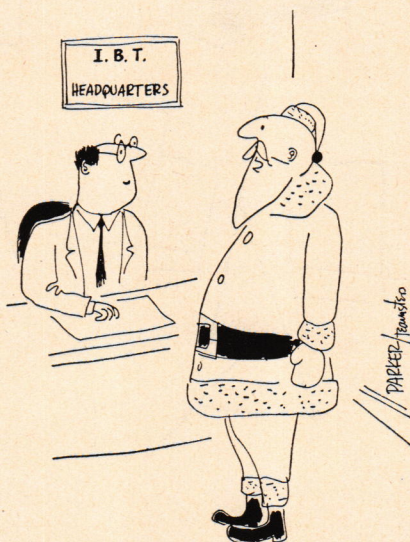
In addition, the Monitors were to draft a model code of local union by-laws, or model provisions for inclusion therein, "not inconsistent with the International constitution." The decree stated that the General Executive Board "shall recommend for adoption" this code or provisions.

It also stated that the GEB "in consultation with the Board of Monitors shall review and where needed establish accounting and financial methods, procedures and controls" for all International funds. (A subsequent Price, Waterhouse report stated "we are generally impressed with the careful and business-like manner in which these (accounting) functions are performed by the International Union office.")

The consent decree also banned any personal financial conflicts of interest on the part of International officers. (The Monitors have never raised any questions in this area.)

The next provision dealt with trustee local unions "to the end that trusteeships be removed and self-government restored with all deliberate speed consistent with the best interests of the membership of such locals."

This was the extent of the powers delegated to the Monitors in the orig-



"Just wanted to drop in and say I know which Congressmen have been good and which have been bad . . ."

inal decree. This original decree also stated that "a new convention and election of officers shall be held at any time after the expiration of one year from the date of this order (Jan. 31, 1958) when the General Executive Board by majority vote shall resolve to call such convention and hold such election."

After the IBT General Executive Board issued a call for a convention to be held in March, 1959, in Chicago, the Board of Monitors went into U. S. District Court before Judge Letts and asked for a modification of the original decree.

Judge Letts ruled on Feb. 9, 1959 that the decree should be modified in such a way that "the time for the next convention shall be subject to recommendation by the Board of Monitors to the General Executive Board of the International Brotherhood, with the exact time of holding the convention being subject to the final approval of the court."

The U. S. Court of Appeals refused to accept this wording, in its decision handed down June 10, 1959. It stated that "in providing that the time for the convention shall be subject to recommendation by the Board of Monitors to the General Executive Board of the Teamsters, the exact time being subject to final approval of the court, (this) subjects the court's determination of the time to the initiative of the Monitors. This much is error. The court must retain control, though the Monitors, as well as the defendants (the union) and the plaintiffs (the so-called '13 rank-and-filers') may recommend." The Appeals Court further stated that "in all events, the convention must be called and held within the time specified in the constitution."

Later Judgment

In a later judgment handed down by the Appeals Court, it specified that the wording with reference to a convention should state that "a new convention and election of officers shall be held . . . when the District Court shall determine. . . . The plaintiffs, the defendants and the Monitors may make recommendations to the District Court as to the time when the next convention and election should be held . . ."

Judge Letts' decree of Feb. 9, upholding the Monitor petition, also stated that the International "shall

comply promptly and fully with all future Board of Monitors' Orders of Recommendation that are reasonable and relevant to the basic purposes of the Consent Decree."

Once again, the U. S. Court of Appeals, on June 10, took issue with Judge Letts, stating that the Monitors "do not have the power to command." The Appeals Court ruling stated that the consent decree "gives the Monitors no mandatory power" and "except as to drafting of proposed by-laws their powers are recommendatory, consultative, and advisory."

The Appeals Court decision also stated that "we realize the desirability of early transition from court supervision to normal organizational management, but the District Court is not required by law, or by the consent

decree, to step aside until conditions advance to a point which gives reasonable assurance of new elections in accord with membership rights under the Teamsters' constitution."

The basic issue involved in the Appeals Court ruling, which the International sought to appeal to the Supreme Court, was whether a consent decree, freely entered into by two parties, could be changed without the further consent of both parties. This was the basic issue which the Supreme Court refused to review, although many inside and outside the labor movement felt that the whole monitorship issue, as applied to labor unions, was unique enough and potentially dangerous enough to a free trade union movement to warrant the fullest possible review.



"It's his presidential campaign portrait . . . he wants me to make him look older, wiser, poorer, pro-labor and anti-labor."

New York Judge Rules

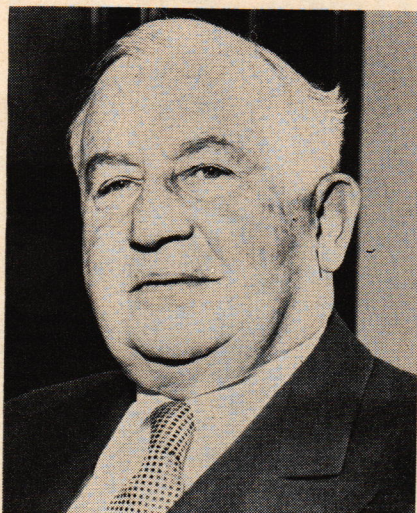
Bob Kennedy Hedged on Taxes

The Teamsters' executive vice president said last month that "the Kennedys should withdraw from public life" after a New York Supreme Court Judge accused members of the family (including little Bobby) of being "greedy enough to try to pay less than its fair share of taxes."

Vice President Harold J. Gibbons charged that the Kennedy family "has been caught with their hands in the pockets of the taxpayers of New York" after state Supreme Court Judge William Hecht awarded the family \$2,403,000 for an office building in condemnation proceedings although the family had valued it at only \$1,100,000 for tax purposes.

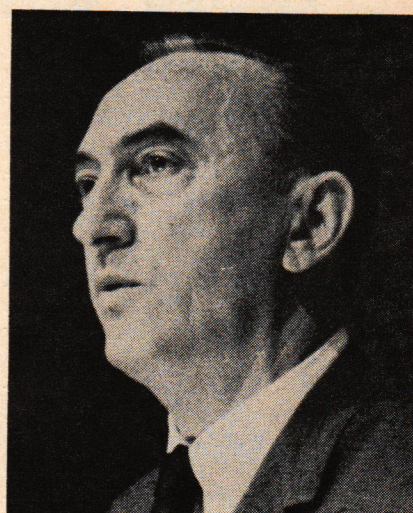
"At first blush," Judge Hecht declared, "it seems unconscionable to award this much for a property whose owners declared under oath to be worth only \$1,100,000 a year before in an effort to get taxes reduced."

He added, however, that the court



JUDGE HECHT
Kennedys "greedy"

"cannot constitutionally deprive the owner of just compensation because the latter was greedy enough to try to



HAROLD GIBBONS
Kennedys "should retire"

pay less than its fair share of taxes."

The building's owners were listed as Bobby Kennedy, ex-counsel for the union-busting McClellan Committee, and other members of his family.

Gibbons' statement, pointing out that Bobby and his brother, Senator Jack, "have been portrayed as paragons of virtue and honesty by the nation's press," described the Kennedy family as "the most hypocritical in the world."

He said that "these two, who have sat as prosecutor, judge and jury of so many Americans, and condemned their morals, ethics and their very origin, are now found to be lacking morally and ethically. Both should withdraw from public life."

"If and when the American people are told of this incident," Gibbons asserted, "I am sure they are going to take a long, hard look at the qualifications of sanctimonious Senator John Kennedy, who is frantically campaigning to be President of the U. S."

"The thought of having in the White House a man whose family is described as 'greedy enough to try to pay less than its fair share of taxes' will shock the sensibilities of the voting citizens of this nation," Gibbons declared.

New York and Washington newspapers played the story down. It did not even appear in the New York Times, the New York Daily Mirror or the Washington Post.

Frankfurter Gives Opinion on Denial

Justice Felix Frankfurter of the U. S. Supreme Court issued a written opinion listing the reasons why the high court refused to hear the IBT appeal on the Monitor case. Justice Frankfurter said the purpose of the written opinion was to indicate "the legal significance of its denial."

The import of the opinion was to call attention to the "gravity of the litigation" and the importance of "the most protective procedure on the part of the Board of Monitors."

In part, the opinion states: "As is recognized by all concerned, judicial supervision of a union with a membership of 1,500,000 and some 800 locals through the agency of a mechanism like the Board of Monitors is an unusual manifestation of equity powers."

"Defendants (the union) seek to enlarge the significance of the immediate items in controversy by their anticipation of an expansion of the powers of the Board of Monitors and their resulting fear of disruption of forces within the Teamsters as well as a heavy drain on the Teamsters' treasury in the course of such far-flung judicial administration."

"These are matters not immediately involved in the decree of the Court of Appeals now before me. But I deem it appropriate to say that the Court of Appeals, in its decision of June 10, 1959, as well as on preliminary proceedings and in the procedure which it followed in formulating its decree of July 9, 1959, has manifested an alert understanding of the gravity of the litigation, and has made manifest its sense of the high importance of assuring the most protective procedure on the part of the Board of Monitors in making recommendations and of the District Court in issuing orders on the basis of such recommendations; it has been mindful of the importance of working out problems between the Monitors and the Teamsters on the basis of ample consultation, with full regard for the interests of the membership of the union of which, after all, the union is the collective expression."

"As to the fear of excessive drain on the Teamsters' treasury, one may safely rely on the Court of Appeals in affording a shining example in the spending of other people's money. A court should be the most sensitive of fiduciaries. In sanctioning fees and other expenditures it will be guided by frugality and not generosity."

Score Breakthrough

Dairy Farmers Pick Teamsters

Teamsters Local 733, Pittsburgh, Pa., in western Pennsylvania last month won a major breakthrough in its two-year fight to organize dairy farmers when it signed its first contract with a dairy company on November 5.

Both management and the union agree that the contract will put a total of \$20,000 to \$25,000 a year in the pockets of the 28 farmers covered by the pact.

Teamster organizers, led by International Vice President Harry Tevis of Pittsburgh, are now stepping up their pace by addressing farmer pep rallies all over western Pennsylvania.

The contract was signed with Greenville Dairy, a subsidiary of Pittsburgh's Beverly Farms Dairy, following a 25-day strike in which farmers left their fields to picket in front of Greenville stores in their overalls.

The contract provides no direct increase in the price the dairy pays the farmers for their milk. But it reduces the dairy charge for hauling milk from farm to the dairy by 20 cents a hundredweight, from 45 cents to 25 cents. And it guarantees the farmers that 70 per cent of their milk will be bought as Class I milk, which brings the highest price, about \$6.74 a hundredweight.

Last year, the same farmers report-



Three-State Drive Stepped Up

Milk producers from New York, New Jersey and Pennsylvania met recently in Philadelphia with Teamster officials to discuss ways of solving problems of the dairy farmer and to coordinate activities, as part of continuing Teamster interest in this field. In attendance were (front, from left):

Charles Finnaro, J.C. 18, Utica, N.Y.; Frank Weaver, J.C. 53, Philadelphia; General Organizer Albert Evans; International Vice President John B. Backhus of Philadelphia; and Robert Schell and John L. Smith, J.C. 53. Remainder are members of milk producers' group.



Vice President Tevis

edly sold about 66 per cent of their milk at the Class I price, and the rest at lower prices for use in ice cream and cheese, even though it was the same grade milk.

The contract also provides for a payroll checkoff of the farmers' \$4 per month union dues and permits a union milk tester to check the company's butterfat counts, which help determine the price the farmer gets for his milk.

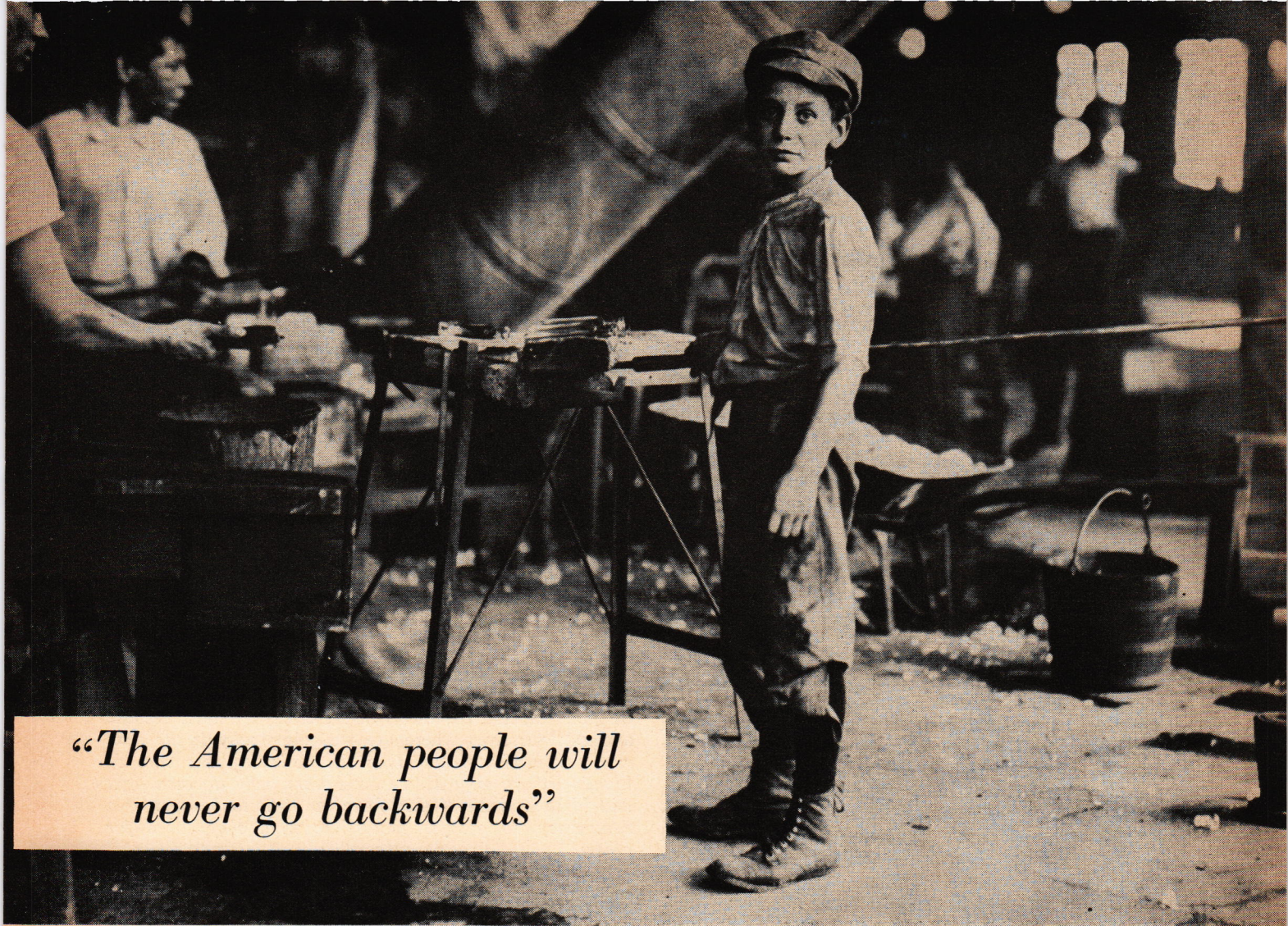
According to the *Pittsburgh Press*, "the farmers who joined the Teamsters are not the area's marginal producers. On the contrary, they are recognized by the dairy as the biggest, most modern, most progressive in the area."

The dairy farmers are described as "farmers who, with their own money, have gone into bulk tank dairy farming, in which, in many cases, the milk is drawn directly from the cow and

pipled into a 500-gallon bulk tank, eliminating all handling and even contact with the air."

The Pittsburgh daily, asking "why would the farmers, an independent lot, join the Teamsters?" answered its question this way: "first, the high investment of the 'progressive' farmers made them anxious to seek out a more certain market for their milk, and two, the Teamsters were ready, willing and able to take them in."

Perhaps a more direct answer was given by one of the Teamster dairy farmers himself. M. J. (Jim) Brown, 32, a lifetime farmer who now manages a 45-cow herd of Holsteins, was quoted as saying: "When you can't do anything else, when no one else will help you, you turn to a union. We tried the Grange and the Farm Bureau and the Milk Control Commission. They wouldn't even talk to us. The union was the only answer."



*"The American people will
never go backwards"*

Hoffa Denounces 'Mad Rush For Profits' at Expense of Man's Gains

I HAVE had the fortunate or unfortunate experience, whichever you want to call it, of being in this American labor movement almost all of my life, starting at a very early age working in a warehouse. I realized and recognized then, as now, that employers are always increasing their hungry, greedy grasping for profits and productivity, never realizing, recognizing or caring whether or not the men who produce the great wealth of this nation have a happy home life, have the very minimum necessities that will allow their children to continue school, allow their wives sufficient relaxation to be able to go out at least once a week, being able to attend an affair such as this and hold their heads high and walk in the lobbies such as this (Americana) hotel has, and being able to sit at a banquet such as this, even though they came from homes where their fathers and mothers had far less than they have tonight.

I wonder whether they realize or not that the American people are no longer immigrants, no longer "dese, dem and dose," no longer speaking broken English, no longer unable to find out what is happening in this nation. I wonder whether they realize that television, radio, newspapers and the mediums of advertisement have alerted even the most far-distant corner of the United States as to what one can have if one is able to earn sufficient money to have a minimum decent standard of living.

'This is the final step of humiliation'

Human beings are very strange all over this world. I recently read a book about how much abuse the human body can take and how quick the human body and the human mind can forget that abuse, and this is what's happening today in America. No longer do we have the

In mid-November, President James R. Hoffa gave the principal address before the annual Southern Conference of Teamsters meeting in Miami, Fla. In this major exposition of the dangers facing the American labor movement, and the mood of the American worker, Hoffa asked: "Why is the mad rush for profits greater than the desire to take care of human beings?" Because of the importance of this address, principal excerpts are reprinted here.

nine-dollar-week. No longer do we have the 70, 80, or 90-hour week as a general rule in America. No longer in the large metropolitan areas are there individuals who are laid off with a pink slip and no money, but are gradually brain-washed into accepting a change in their standard of living, from a standard of a hundred dollars a week, to the point where they are willing to accept unemployment compensation checks.

They are changed from a point where they think about what a 40-hour week will give one in peace of mind, to where, as they accept each compensation check, they gradually readjust their system, readjust all the pleasures of their life to the bare necessities of life, never realizing until the last check that they have accepted what was originally intended to be for their well-being, but has now turned against them.

Little by little, as they finally spend their last unemployment check, they then start seeking jobs again, seeking jobs which almost always don't exist. And gradually in despair, they seek other lines of employment than their own, with lesser pay. And only after weary days of one employment office to the other, with the same answer, "we need nobody," do they recognize finally what has happened. Then comes the next step.

They start to avoid their friends because no longer can they buy the drink in return for the one somebody buys them. No longer can they go to the neighbor's house and have the neighbor back at their house; no longer can they walk, drive, and look at their neighbors, knowing that they can't meet their obligations. This is the final step of humiliation, recognizing that they can no longer meet their bills.

And about the time they have made up their minds that something drastic must happen, that the system must change, the employers, being as clever as they are in the large industry of America, arrange to have a model change-over, arrange to have a showing, and again conveniently put them back to work for a few months longer. As I say, the human mind, the human body, easily forgets abuse.

'Why is the mad rush for profits greater than the desire to take care of human beings?'

In the 10 Southern states which you have fortunately or unfortunately the privilege of representing, the average wage is less than \$1600 per year per capita. The employer knows, Congress knows, your state legislature knows full well that no man can have a standard of living of any satisfying degree for \$1600 per capita per year. And yet they have been able to continue on, year after year, by sly propaganda, by giving a bone here and there, to keep the American people from recognizing the cold truth, the fact that we have no right to criticize any other country in the world.

"Yes, this is our problem, an International Union that, through its militancy in helping out each striker and each strike in America, is now the victim of our own success. Because the employers recognize, and our congressmen and senators recognize, that transportation organized means labor organized, transportation unorganized means unorganized workers in America. And this is the fight."

While we criticize what is happening in other countries and saying what they should do, we must also recognize what is happening in the United States, realize that automation in the steel industry means 100,000 less jobs; realize that the railroad industry in America, by changing simple rules and regulations, can eliminate another 100,000 workers; recognize and realize that each day a factory moves and automates, it eliminates men and produces more; recognize and realize, if you please, that no individual with seniority today is safe, whether he is a highly-trained machinist, tool and die maker, whether or not he is a lowly sweeper in a plant, whether or not he is a driver of a high-speed truck or a helper on a county-municipal truck. Never can he securely go home and believe that his job will not be affected by automation.

I say to you today, as we go through the East and come into the South, we have men doing what we never believed was possible—delivering 97-foot trailers, running from one point to another 300, 400, 450 miles a night, eliminating pickup and delivery by mass loading and unloading.

Recognizing what is happening in the air, land and sea of America, recognizing what is happening in the plants of America, and the farms of America, we must hesitate and ask ourselves where are we going, *why is the mad rush for profits greater than the desire to take care of human beings; why do we have wars, why do men fight and bleed and die if they have no right to be part of a democracy, to get for themselves what they saved for others?*

'Employers planning more drastic program'

The employers are already now planning a new 10-point program, more drastic and more severe than they ever dreamed of putting into public print before. They are now saying to you, the American worker, you no longer have a right to industry contracts; you no longer have a right to thoroughly organize one industry into one union; no longer have the right to demand increases in pay that may cost the employer increases, thereby raising his production cost; no longer have the right to demand of employers that they pay you scales of wages they say they are unable to pay. All of this is in 10 sorry paragraphs proposed by the unofficial publicity agent and spokesman for the National Association of Manufacturers, Mr. David Lawrence of *U. S. News and World Report*.

'Hitler thought people were stupid'

The American worker doesn't understand that the only right he ever had he is gradually losing—the right to be able to organize, present his views and, if unable to come to an agreement, strike.

I say to the American businessman, there can be no tribunal to determine how much per hour the worker shall get, unless the same tribunal has the right to tell him what price the businessman will get for his commodities. Once you have a government agency setting wages, and another agency or the same agency setting prices, it is only a matter of time until you have socialism in the United States, whether they believe it or not.

And as Hitler thought, people are stupid; and as he

learned to his sorrow, the stupidest person is smart when his stomach tells him he hasn't been able to get sufficient food to keep him alive, even though not in luxury.

There isn't a single member back home that you can sell on the idea of reduction in pay or conditions. There isn't a single contract you can renew without benefits. When the worker finds out what is happening to him and that he may lose what he had, there will be a revolt like you never saw in your life. *Because the American people will never go backwards, they will only go forward.*

'I defy anybody to show that Hoffa did anything except what he was supposed to do'

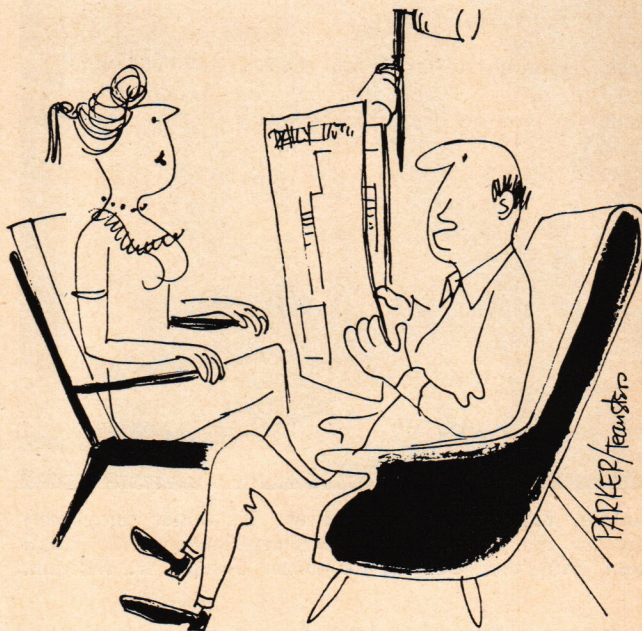
I say to you, the members of the Southern Conference and your wives, and I make this as a statement subject to challenge and debate with anybody who wants to debate the question, that the Senate of the United States last week stooped to an all-time low when the McClellan Committee tried to intimidate the bonding company who is bonding our organization, so that we could not comply with the new law.

Yes, you read editorials day after day that Hoffa is giving his friends thousands of dollars, millions of dollars. I say to you and I say to the Senate Committee, they are liars, and I defy them or anybody else in government to show that Hoffa did anything except what he is supposed to do, and that is carry out the constitutional duties of my office in providing security and guidance to the organization in order to comply with the new Labor-Management Act of 1959.

Whether they like it or not, no matter how much they intimidate, no matter the editorials, the headlines or the cartoons, we'll carry on a fight in this country that will alert the workers, alert the public, that day by day they are losing their constitutional rights as citizens, when a Gestapo system such as McClellan is operating can use a subpoena of the United States to be able to say to a corporation, "If you dare carry out the legitimate right that you were chartered for, we will investigate, intimidate and harass you until you're out of business."

Yes, in the year of 1959, you lost your constitutional rights because for the first time in the history of this country, you no longer have a voice in who are going to be your officers, who are going to be your stewards, and who are going to negotiate your contracts, because under this bonding provision, private corporations will reserve the right to determine whether or not they will bond you and by bonding you, give you the right to be able to become an officer. The membership can no longer do it.

"Yes, they would have you believe that everybody should shrivel up and dry up and blow away. We don't propose to fight with one hand. It is all very well and good to be friends. It is all very well and good to have people tell you we're for you. That's over and gone. It is now necessary to know whether or not they have the courage to stand up and be counted."



"No sooner do I get a decent wage and better working conditions, then the politicians move in to 'protect' me."

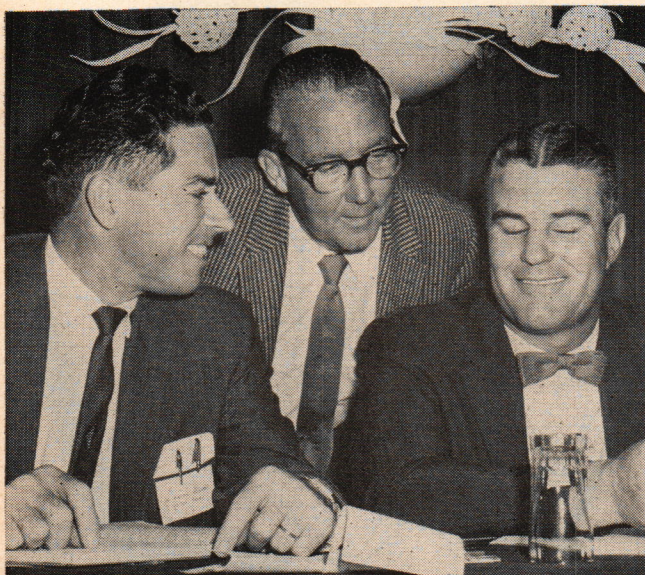
'We must organize, industry by industry'

This International Union is not going to wait until we are in trouble. Not since this law was passed, but for 12 long years I have been preaching all over this country, the only answer to any situation with employers is to meet force with force. We must organize our jurisdictions, industry by industry, on a common expiration date, to where we will no longer have to worry about secondary boycott, no longer have to worry about hot cargo, no longer have to worry about breaking strikes. When the day comes we cannot reach an agreement, we ourselves will go home, establish picket lines, and there will be primary strikes all across that industry.

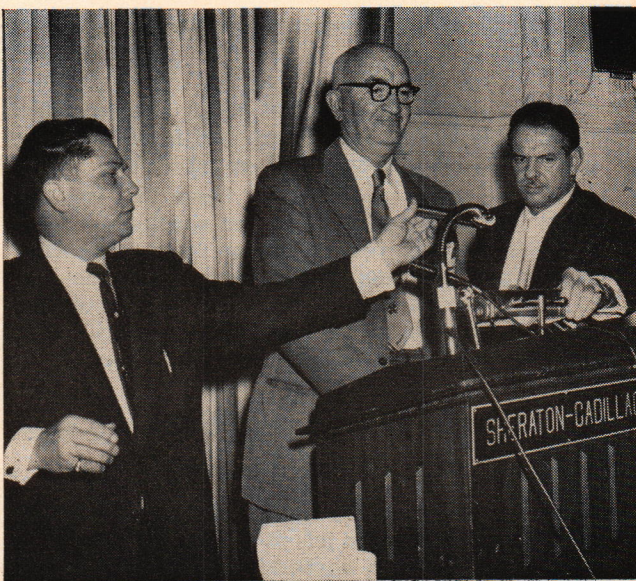
'Nobody can whip us unless we surrender'

It is well to go back home, add organizers to your payroll, call meetings, explain to the wives as well as the members the danger confronting the American labor movement. Otherwise, we will find ourselves, as sure as we're here tonight, in a very short matter of a few months or a year, back to the days of company unions, stool pigeons, strike breakers, injunctions as we never knew in the history of the United States.

Many men sitting here tonight are new men. Many men here have only been in office since we had well-organized unions, and never knew what it was to fight the strikebreaker, fight the police, fight the courts and fight everybody else to get what was yours as an American citizen in the first place. I say to you, unless you're willing to carry that battle on, then I say to you, your members ought to elect somebody else. Because when they lose what they have, there will be no explaining to them why you failed to recognize the dangers. *And so, while things are gloomy and dark and tough, hold your heads up, fight, and realize that nobody can whip us unless we are willing to surrender without fighting.*



Southern Conference Chairman M. W. Miller (in center) discusses the agenda with Secretary-Treasurer M. Ralph Dixon (left) and General Organizer Joseph W. Morgan.



President Hoffa (left) adjusts microphone for General Secretary-Treasurer John F. English at Central Conference. Gene San Soucie, conference officer, assists.

Central, Southern

Conferences Back Political Program

THE Central Conference of Teamsters gave its full endorsement to the International's national political program at its annual meeting in Detroit last month.

At a subsequent meeting held in Chicago as this issue went to press, each Joint Council worked out a program of financing its own activities, which in each case approximated one dollar per member per year to be spent on lawful political activities.

The Eastern Conference was expected to discuss the political program at a Dec. 11 meeting of Joint Council officials in Washington. The Western Conference is expected to take up the question at an early meeting of the conference executive board.

Appointment of Sidney Zagri to head the Department of Legislation and Political Education at the national office was announced by President Hoffa at the Central Conference meeting.

The Central Conference also went on record with a resolution "to promote and expand the program of seeking national industry-wide and company-wide contracts in the various jurisdictions of our union" and that "every effort be made to arrive at common termination dates of contracts in these areas as a preliminary to national industry-wide or company-

wide bargaining." It urged that "the program of each of the national trade divisions be activated toward this end."

In another action, the Conference urged the International Union to "study and plan for the eventual uniformity of all Teamster-sponsored

health and welfare and pension funds on both an area and a national basis, so that a member may continue to be covered regardless of employer or geographical location." It urged "immediate action to build a system of reciprocity by the different funds, in anticipation of eventual uniformity."

To avoid any questions under Kennedy-Landrum-Griffin Bill, Central Conference delegates duly elected under law's provisions were separated by rope from alternates, observers on all actions needing vote of the delegates.



The resolution pointed out that drivers and warehousemen frequently change employers and industries during their working years, and that pension vestments are frequently lost as a result of such transfers. A uniform fund would enable the member to move from industry to industry within Teamster jurisdiction, and from area to area, and still retain his vested rights.

In an election conducted strictly in conformity to the new labor law, conference delegates unanimously re-elected the body's executive board. President James R. Hoffa is chairman, with the following board members: Vice President Harold J. Gibbons of St. Louis, secretary-treasurer; Vice President John T. O'Brien of Chicago, executive vice-president; Gene San Soucie of Indianapolis, recording secretary. Trustees are International Vice Presidents Gordon Conklin of St. Paul and Owen B. Brennan of Detroit.

The resolution on national industry-wide and company-wide contracts pointed out that "area and national agreements represent the highest level of trade union performance."

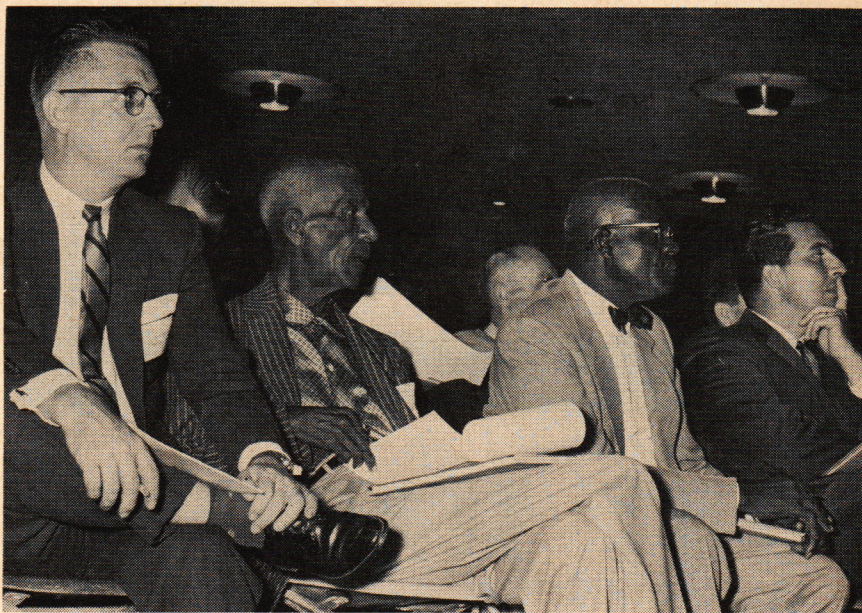
Referring to the Kennedy-Landrum-Griffin Bill, the resolution asserted that "such agreements, either by industry or company, present the only secure way of achieving united action under the new law." Under this law, it will now be necessary to shape our collective bargaining efforts in such a way that the bans on secondary boycotts may not be used to destroy our gains."

The resolution on political activity pointed out that passage of the new labor bill "proved beyond doubt that the fate of the labor movement is tied up with legislative and political activity."

It said that "as citizens in a democracy, our members have a right and a duty to take full part in the political processes of this country, in order to assure their rights against those who would take these rights away."

"The processes of democratic government are enhanced by wider and wider participation at the grass roots level," the resolution stated.

Another resolution established a "Teamster Editors' Conference" within the Central Conference "to foster the development of Teamster newspapers at local and Joint Council levels.



Southern Conference delegates listen attentively as organization takes up subject of political action. Unsegregated nature of Teamster locals in the South is reflected in above picture. Action of meeting is told below.

Southern Conference Votes To Support Political Work

THE Southern Conference of Teamsters, meeting last month in Miami, Fla., unanimously endorsed the new IBT national legislative and political program and voted to raise \$75,000 per year for conference political education.

Vice President Murray W. Miller of Dallas, conference chairman, announced that the delegates adopted a plan whereby each local union would contribute one dollar per member per year to the Southern Conference. Up to half of this amount could be made available to the International union for lawful political activities, by action of the conference executive board.

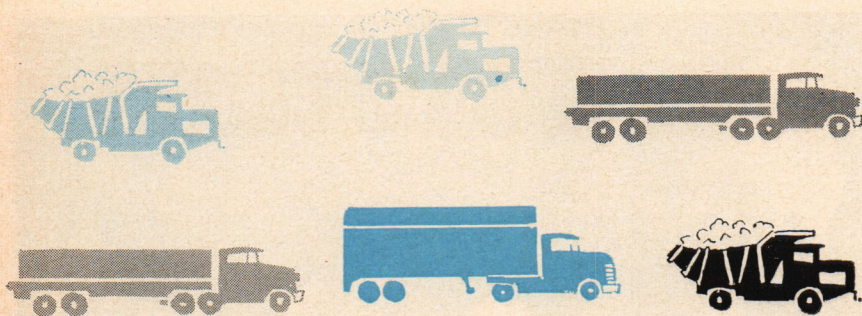
Specifically, the resolution stated that any part of the fund could be made available to the International, provided that at least 50 per cent remain within the Southern Conference.

This was the first concrete financing plan adopted by any organization within the International.

Earlier, U. S. Senator Wayne Morse, addressing the annual conference at

the Americana Hotel, warned delegates of the dangers they face under the new Kennedy-Landrum-Griffin Bill. (See also address by President Hoffa, page 9.)

In elections conducted strictly under the provisions of the new labor bill, the following members of the conference executive board were unanimously elected for two-year terms: General Organizer M. Ralph Dixon of Dallas, secretary-treasurer; Charles D. Winters, president of Local 270 in New Orleans, board member; Weldon L. Mathis, secretary-treasurer of Local 728, Atlanta, board member; Odell Smith, president of Local 878, Little Rock, board member. Elected conference trustees were: J. W. Wallace, secretary-treasurer of Local 549, Kingsport, Tenn.; Nick Howard, business representative of Local 968, Houston; and W. L. Piland, secretary-treasurer of Local 745, Dallas. Vice-President Miller was reappointed chairman by President Hoffa, following unanimous passage of a motion urging his reappointment.

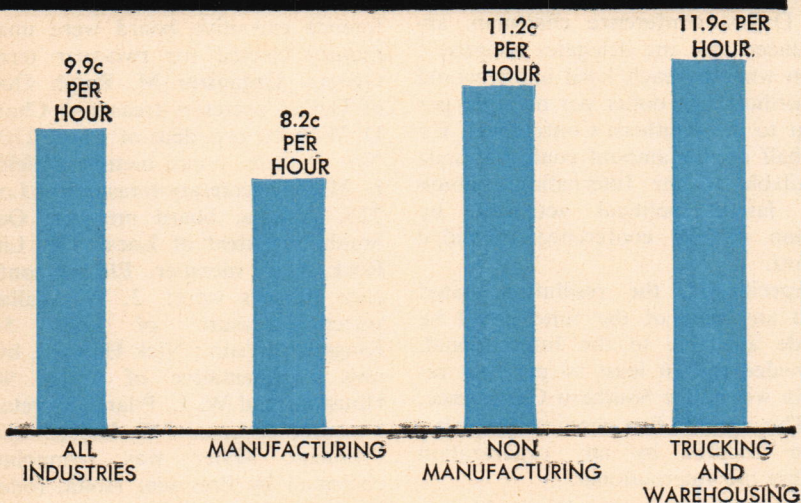


HARD FACTS TELL THE STORY

WHY TEAMSTERS ARE UNDER ATTACK



MEDIAN WAGE SETTLEMENTS FIRST SIX MONTHS OF 1959



HARD economic facts tell the story behind the "stop the Teamsters" headlines.

Delegates to the Central Conference last month got an insight into the reasons why major anti-union forces have waged an unrelenting war upon the nation's largest and most effective union for more than two years.

It is a picture that might well be noted by honest Americans who have been unfairly propagandized by a powerful combination, including the union-busting McClellan Committee, Bobby Kennedy, a press which knows its master, and the master itself—big business.

The annual report of the Conference showed that since the end of World War II, the Teamsters Union had shown a growth of 175%, compared to a growth of 21% for all other unions, and a growth of 37% in the total labor force other than agriculture.

It also showed that for the first six months of 1959, median hourly wage settlements negotiated in the trucking and warehousing industries, basic to the Teamster jurisdiction, were among the highest and exceeded the median for all industries, all manufacturing, and all non-manufacturing.

Hardly the picture of a so-called "racket union."

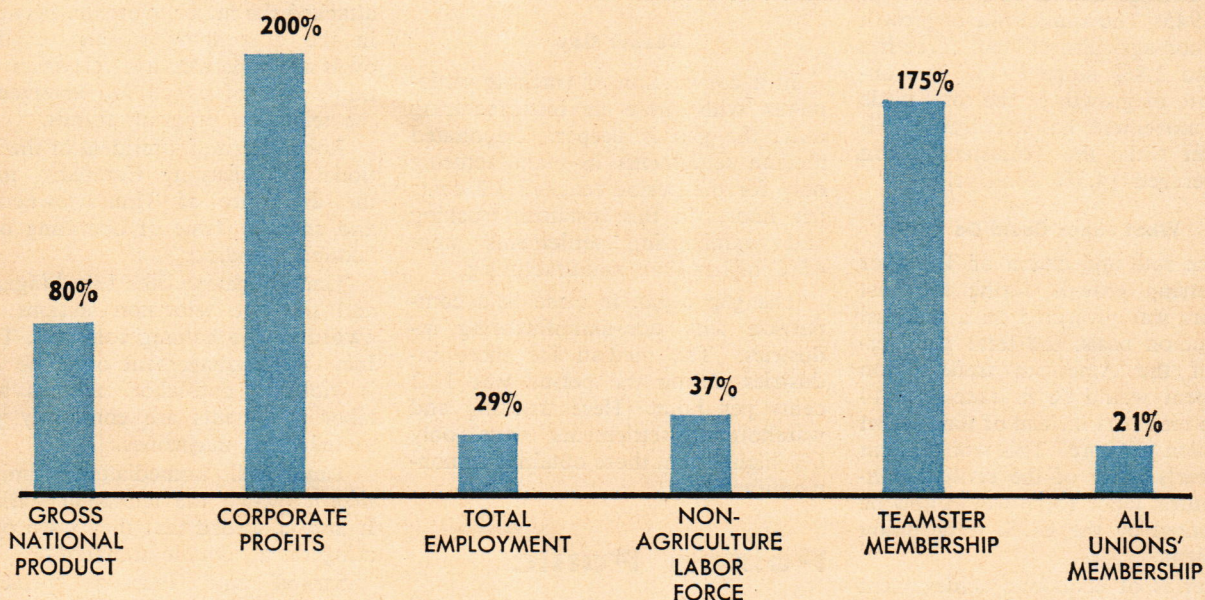
This phenomenal growth has been accompanied by a qualitative change in the composition of Teamster membership, which is responsible for an ever-increasing impact upon the total national economy. During the past 14 years, there has been a decided membership expansion from purely local services to national distributive enterprises, warehousing food processing, clerical, and inter-state motor freight.

Combined with the high economic standards secured for the membership, the growing impact of the International Brotherhood of Teamsters has meant that the most potent anti-union forces in America have put it No. 1 on the list for disruption or, if possible, destruction.

A look at the statistical record will prove that Teamster leadership (favorite whipping boy of America's newspapers and politicians) has actually done so good a job in representing the growing membership of the union that few, if any, unions or their leaders can match it for excellence.

This growth of the Teamsters has taken place upon the background of a tremendous expansion of our national economy, the Central Conference report pointed out. This economic expansion has seen the gross

SIGNIFICANT FACTORS IN AMERICAN ECONOMY SINCE WORLD WAR II



national product move from \$213 billion in 1945 to \$484 billion in 1959, or an increase of more than 80%. Corporate profits after taxes have moved from \$8 billion to \$24 billion, or an increase of 200%. The total civilian labor force moved from 53 million persons to 71 million, or an increase of 34%. The total number of persons employed moved from 52 million to 67 million, or an increase of 29 percent.

These figures are highly significant in view of the fact that total trade union membership of U. S. unions has been unable to keep in step with these great advances in the American economy. **The Teamsters Union has been the only major trade union center which has aggressively kept pace with the giant strides of the American economy since World War II.**

During this period the Teamsters Union has made outstanding membership gains in the South and in the area of white-collar employment—the two areas which have stymied the American trade union movement for many decades.

In 1945, at the end of World War II, the membership of the IBT was 595,220 members. Today, 14 years later, the membership of the Teamsters Union is 1,677,961 and is the largest

membership of any bonafide trade union in the world.

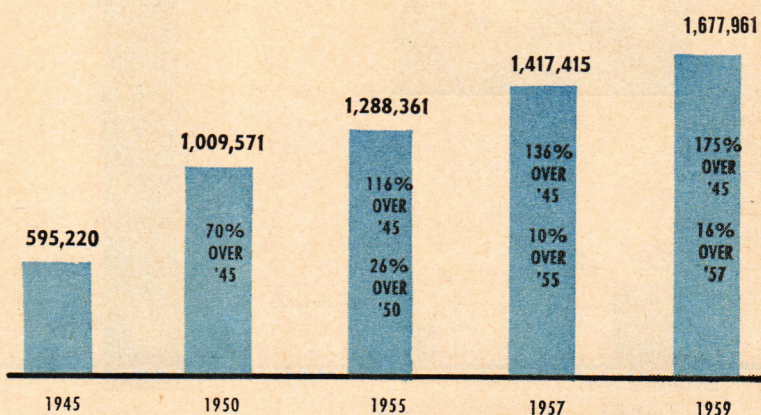
By comparison, the total American trade union membership since 1945 has increased by 21% while the civilian non-agricultural labor force has increased by 37%. These two figures suggest that the civilian non-agricultural labor force is increasing at a greater rate than the rate of trade union membership.

In 1945, total trade union member-

ship constituted 35.8% of the employed civilian non-agricultural labor force, and in 1959 the figure has been reduced to 34%.

Teamster membership since 1945, on the other hand, has increased by more than 175%. In 1945 the Teamsters Union represented 4% of the total trade union membership in the U.S., and today the Teamsters constitute 9.1% of the total union membership. In 1945, Teamsters membership repre-

GROWTH OF TEAMSTER MEMBERSHIP SINCE WORLD WAR II



sented 1.3% of the total civilian non-agricultural labor force and today it constitutes 2.7%.

Another interesting fact is obtained in the average annual rate of growth since 1945. The annual rate of growth of the non-agricultural labor force has averaged 2.8% since 1945. The annual rate of growth of the total trade union movement has averaged 1.6% per year while the Teamsters Union has averaged 14.3% each year.

What Labor Could Do

If the rate and extent of Teamster membership growth during the past 14 years was projected on a national trade union basis, the total membership of the American trade union movement would be in excess of 44 million members instead of the present 18 million or more. This would mean that nearly 75% of the civilian non-agricultural labor force would now be represented by the U. S. trade union movement.

In terms of economic achievement on behalf of the membership, the semi-annual analysis of current contract settlements by the Bureau of National Affairs, an independent agency, shows that median wage settlements for trucking and warehousing for the first six months of 1959 amounted to 11.9 cents per hour as compared with 9.3 cents per hour for all industries and all unions.

For all practical purposes, this

would mean that Teamster wage settlements in trucking and warehousing were 27% higher during this period than those hourly negotiated settlements obtained in all industries.

Deeper Gap

In a comparison of trucking settlements with those in manufacturing only, the gap is deeper. Negotiated median settlements in manufacturing only for the period reached 8.2 cents per hour. In this instance, trucking and warehousing settlements were 45% higher than manufacturing.

The gap began to close in a comparison with non-manufacturing industries. The median for those industries during the period was 11.2 cents per hour. Here trucking and warehousing settlements were only 6% higher than those obtained in non-manufacturing.

Poison Panic

The Parker Pen Company is openly anti-union. Bruce Jeffris, Parker president, writing on National Association of Manufacturers stationery, last month appealed for contributions to finance the death blow to organized labor in America. Jeffris said, "We must strive to place unions under anti-trust laws, regulate union political activities, (and) curb compulsory unionism."

TIME Implicated In Quiz Frauds

Time Magazine, which has viciously attacked the major television networks in the quiz show rigging scandals, owns and operates five television stations, four of which are involved in the television program frauds.

Robert Sarnoff, president of the National Broadcasting Company, made the disclosure of Time's ownership and accused Time of operating on a "double standard."

Time Magazine, like Life Magazine and the five television stations, are owned by the holding company, Time Inc. The management of Time Inc. is violently anti-labor, and its anti-labor sentiments are constantly presented in its magazines.

Time Inc. immediately admitted that it owned the television stations. It also conceded that they were operating on a "double standard."

Sarnoff said that a "principal thrust" against the TV programs during the recent Congressional investigation was a Time Magazine article about questionable practices in certain quiz shows. The article was written in 1957.

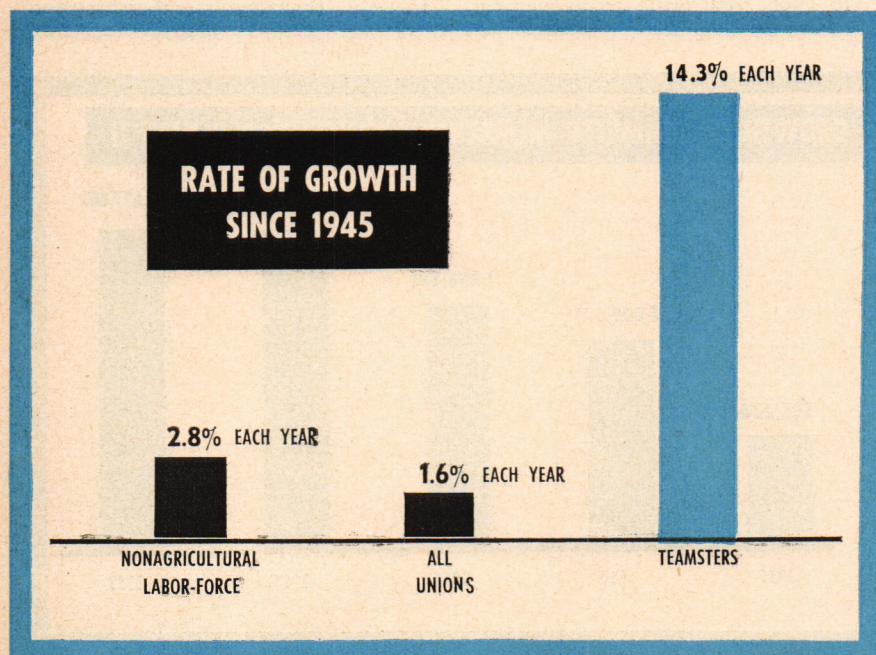
"Despite all that the publisher (Time) charged against quiz shows, Time the broadcaster never brought any evidence of wrongdoing to the Federal Communications Commission or any other official agency," Sarnoff charged.

"As (we) pointed out in response, the management of Time Inc. apparently gave no more weight to the story than did the networks for it failed to act upon the disclosures in behalf of the four affiliated television stations it owns or controls as one of America's major television producers," Sarnoff said.

"It is hard to escape one of two conclusions: Either the Time Inc. management placed little credence in its magazines' stories about corruption and mediocrity in the network service; or the management embraces that same crass unprincipled commercialism of which its magazines accuse us," he declared.

Teamster Vice President Harold J. Gibbons wrote to the editors of Time Magazine earlier this year defending Teamster President James R. Hoffa against a vicious, false attack by the magazine.

The letter has never been printed.



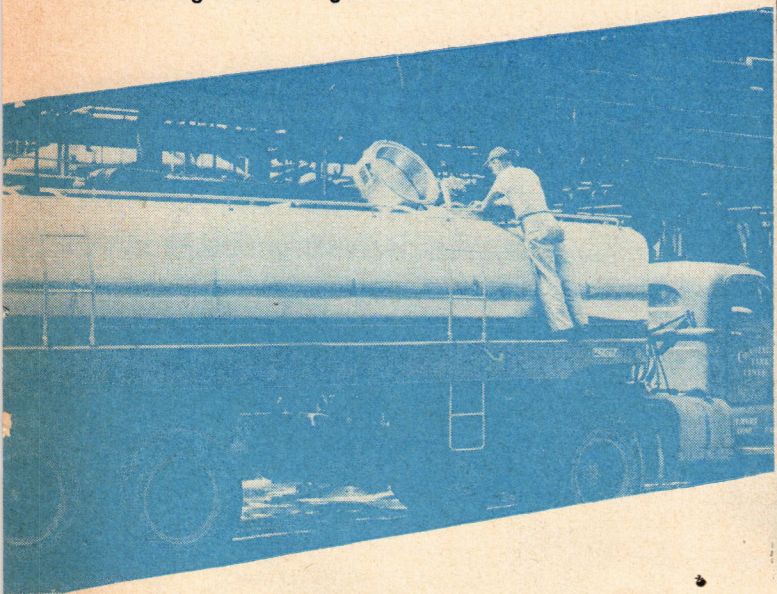


THE AREA CONFERENCE AND THE TEAMSTER MEMBER

HOW IT OPERATES—HOW IT HELPS

Last month, two of the four area conferences held annual meetings—the Central in Detroit, the Southern in Miami. What these conferences mean—and how they work for the membership—is illustrated here.

The business agent's job is to look after the welfare of the member. In trade division meetings covering all Teamster jurisdictions, area conferences provide officers and agents with latest information needed to do a better job. As pictures above and at right show, sessions are earnest, hard-working. This is Central Conference petroleum division meeting, covering both tank-truck drivers and auto service employees. 'For hire' tank trucks loom as major area agreement target.



(continued)



Growth of area-wide agreements necessitates much future planning, coordination of local union activities. Sessions such as Central Conference bakery division (above) in past led to significant company-wide Omar contract. Division now plans intensified activity in bread and cake industry. In all deliberations, the figure of the member-in-the-street — or in the plant — looms large. Officers and agents know it is his union — and he expects results.

Delegates below take up problems in coal and ice industry, now much smaller than it once was. Central Conference also had special sessions on such smaller jurisdictions as florist and nursery, armored car, glass drivers, potato chip workers, vending servicemen. No area of jurisdiction is neglected.



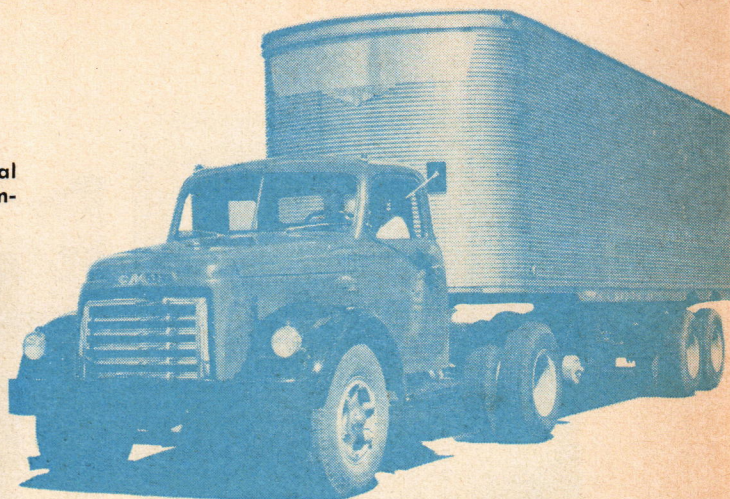
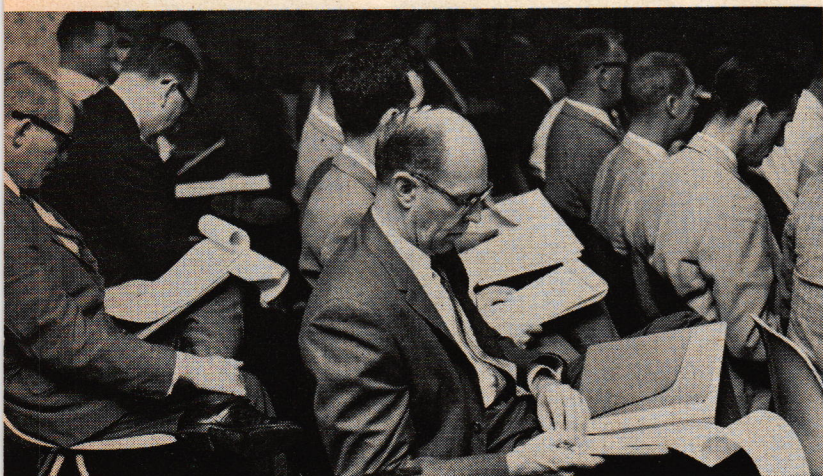
In the Teamster structure, the local union is the basic servicing unit for the membership. It negotiates contracts, handles grievances, services membership needs, organizes new members. It is the basic autonomous unit of the International, and its policies and practices are determined by the democratic voice of the membership.

Each local union in turn belongs to a Joint Council of Teamsters. This Council coordinates the activities of Teamster locals in a given territory—usually a large city, sometime a state, or section of a state. The Council structure basically means "support." It means that a Teamster local, through the Council, can communicate its needs and solicit support from every other Teamster local in the Council area. Frequently Joint Councils will coordinate organizing or collective bargaining activities when such joint action means more strength, better contracts, or the winning of strikes.

A number of state-wide Teamster conferences are also in operation, whose purpose is to broaden the base of local union coordination and cooperation.



Greatest progress is area agreements has been in over-the-road and local cartage industry. Here and in warehousing (see below), area-wide and company-wide agreements are increasingly the order of the day.

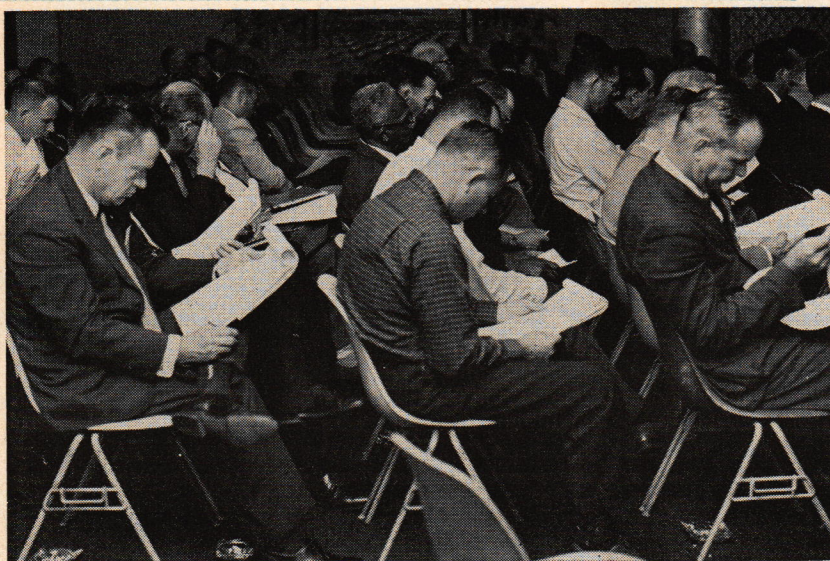


Freight hauling (left) is the basic Teamster jurisdiction. At Southern Conference, as in Central, problems of the driver in both long haul and city pick-up and delivery get deep attention from conference delegates. 1955 area-agreements, refined and expanded in 1958, cover 23 central and southern states, eliminated the north-south wage differential, gave huge impetus to Southern organizing by Teamsters. Freight industry planning now looks to 1961, when industry contracts in four conferences expire within 90 days of each other. Goal: national uniformity in trucking.

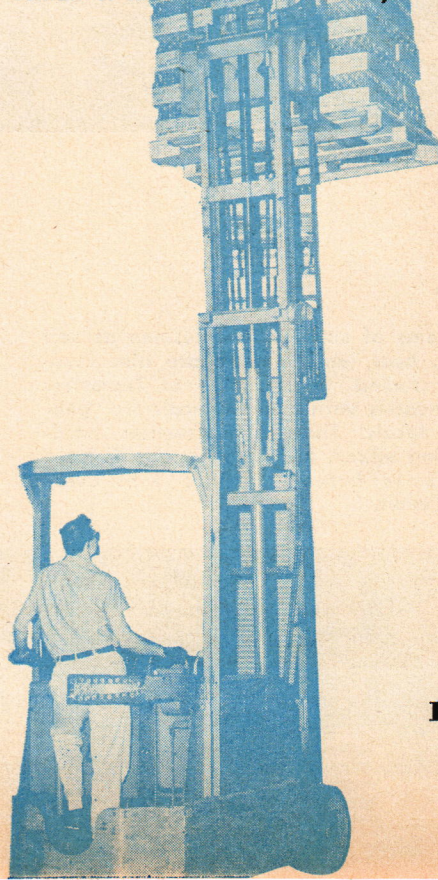
The area conference is a comparatively new structure within the International Brotherhood of Teamsters. Its existence was made necessary by the growth of inter-state trucking, the merger, consolidation and expansion of companies within the Teamster jurisdiction, and the consequent growth of area-wide and company-wide collective bargaining.

Conference-wide bargaining in the over-the-road and local cartage industries has meant the elimination of wage differentials and the establishment of uniform conditions. Area-wide contracts are being increasingly sought in other industries. Trade divisions within the conference structure serve as a sounding board for such plans to improve contracts and services to the members in each of the jurisdictions. The conference thus serves the member by channeling the strength of sister locals to the aid of each other, by providing a clearing-house for information and programs of benefit to the member, and by enabling the union officer, business agent, and conference delegate to benefit from the exchange of ideas with fellow Teamsters from other areas.

Warehouse division session (below, left) at Southern meeting discusses success of organizing drives at large grocery chains such as A&P and Kroger, at mail order house (Sears-Roebuck) and other warehouses, large or small. Division has done outstanding job in pioneering the company-wide and industry-wide contract in non-freight jurisdictions. Montgomery Ward contract, Englander Mattress contract, grocery chain contracts are examples. Warehouse workers form big percentage of Teamster membership, and their representatives take their work seriously.



(continued)

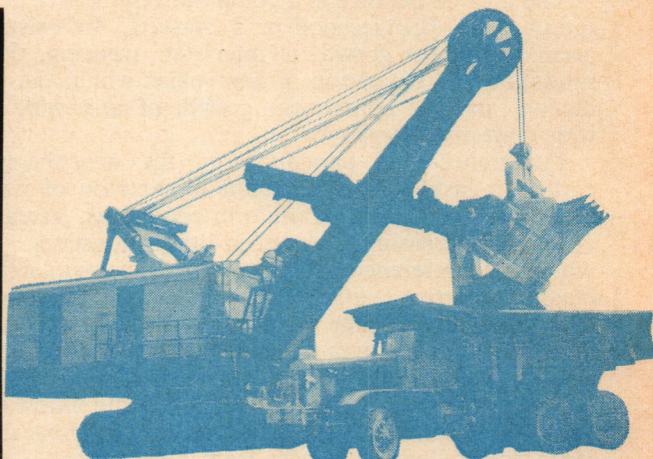




Dairy division, representing the milk driver, ice cream driver, inside dairy worker, and others, has achieved two company-wide contracts through cooperation of Central and Southern Conferences. With Beatrice and Fairmont companies, both are of major significance to Teamster members. Such juris-

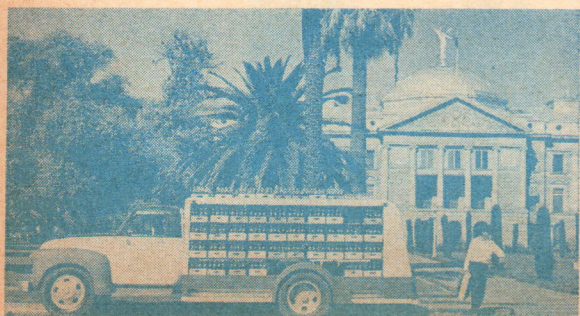


dictions as dairy, and others like cannery, produce, public employees, newspaper drivers, have special characteristics, special problems. Needs of members are carefully studied in working sessions such as that above, new techniques developed.



Construction division covers such jobs as ready-mix, dump truck, building materials drivers, lumber yard workers. As in other jurisdictions, this industry has special on-the-job problems which require constant study and exchange of views by agents representing these workers. Without conferences to provide a forum for new ideas (above, left), a sounding board for problems, and a spur to new organizing, Teamster record in winning big wage gains and huge organizing successes would probably not be near what it is.

Problems of such driver-salesmen as soft drink, beer, and laundry are also carefully studied. Membership of Teamsters is extremely varied, many locals are "general" locals. Through Conferences, hard-working officers and business agents have chance to become familiar with every jurisdiction.



IUD Turns Down Reuther Bid To Boost Kennedy Bill Backers

The sad state of AFL-CIO leadership was dramatically illustrated last month by Vice President Walter Reuther, who attempted to push a resolution through the AFL-CIO Industrial Union Department's convention, praising members of Congress who voted for the anti-labor Kennedy-Landrum-Griffin bill.

Reuther, who is gradually becoming Kennedy's presidential campaign manager and chief apologist, however, was unsuccessful. He could not get enough support from the IUD's resolutions committee to even get his resolution to the floor for debate.

The chief opposition came from Al Hayes, president of the International Association of Machinists. Hayes has denounced the Kennedy-Landrum-Griffin bill, and charged that Kennedy was one of the chief architects of the new law. He has stated that every member of Congress voting for the bill should be condemned.

Teamsters General President James R. Hoffa has also denounced the bill and Senator Kennedy. Hoffa has urged Teamsters members not to vote for any member of Congress who voted for the Kennedy-Landrum-Griffin bill.

'Absolved'

Reuther's resolution absolved all the so-called liberal Democrats of responsibility for the bill, and placed all the blame on Republicans and Southern Democrats. Yet only two Senators and 52 Representatives voted against Kennedy-Landrum-Griffin.

The Reuther resolution attempted to put the IUD on record praising such self-proclaimed liberals as Kennedy, and publicity-conscious Congressman Frank Thompson of New Jersey, (who claims acid was thrown at him, but Washington police have never been able to find a single trace of the alleged acid thrower).

The defeated resolution said that the "liberal Democratic Conferees reclaimed rights of union which the Landrum-Griffin bill would have taken away, and toughened the management reporting section which under Landrum-Griffin was a meaningless fraud."

Reuther is the only official of the

AFL-CIO to date who has attempted to white-wash the Kennedy-Landrum-Griffin bill as being pro-labor. News-men covering the IUD convention were amazed at the wording of the resolution. Some expressed the private opinion that Senator Kennedy had written it, and given it to Reuther to push through the convention.

"Specifically," Reuther's resolution stated, "the Conferees succeeded in eliminating most of the features of the House bill which the AFL-CIO found most extreme, unjust and punitive. All of these changes became part of the law."

Reuther added, "... In this fight the IUD will not be misled or intimidated by the enemies of the democratic labor movement who in recent weeks have tried dishonestly to hang the infamous "Landrum-Griffin" label on the best friends of labor in the Senate and House. Their purpose is to confuse, demoralize and immobilize the liberal-labor political forces in the 1960 election campaign."

This statement by Reuther was obviously directed at the Teamsters and Machinists Unions and the other international unions who have labeled the new labor law the Kennedy-Landrum-Griffin law. Reuther never raised a finger in protest to the new law.

Quote Without Comment

"It may interest you to know something about me as president of the AFL-CIO. I never went on strike in my life. I never ran a strike in my life. I never had anything to do with a picket line. So if that is the type of (presidential) power people have in mind, they should get another fellow for president, because I have no experience with that kind of power..."

From a speech by AFL-CIO President George Meany to the National Association of Manufacturers in New York City on December 9, 1955.

The association between Kennedy and Reuther is well-known. Kennedy promised to go easy with Reuther before the McClellan Committee, if Reuther, in return, would support him for President of the United States.

Kennedy objects to having his name on the new labor law, despite the fact that in speaking to businessmen groups he takes full credit for the new law.

Senator Wayne Morse of Oregon, who was a member of the conferees and watched Kennedy in action, has charged that "Kennedy sold out organized labor to further his Presidential ambitions."

Kennedy, in the meantime, has been frantically attempting to mend his political fences with organized labor. He picked Reuther to push through this resolution, which would have cleared the air for Kennedy. Fortunately wiser heads prevailed.

Teamster's Son Top Writer

If you pick up a copy of the November issue of Esquire Magazine, turn to page 149, and read "The Solitary Life of Man." It was written by Leo Litwak, son of Isaac Litwak, president of Teamsters Local 285 in Detroit, Mich.

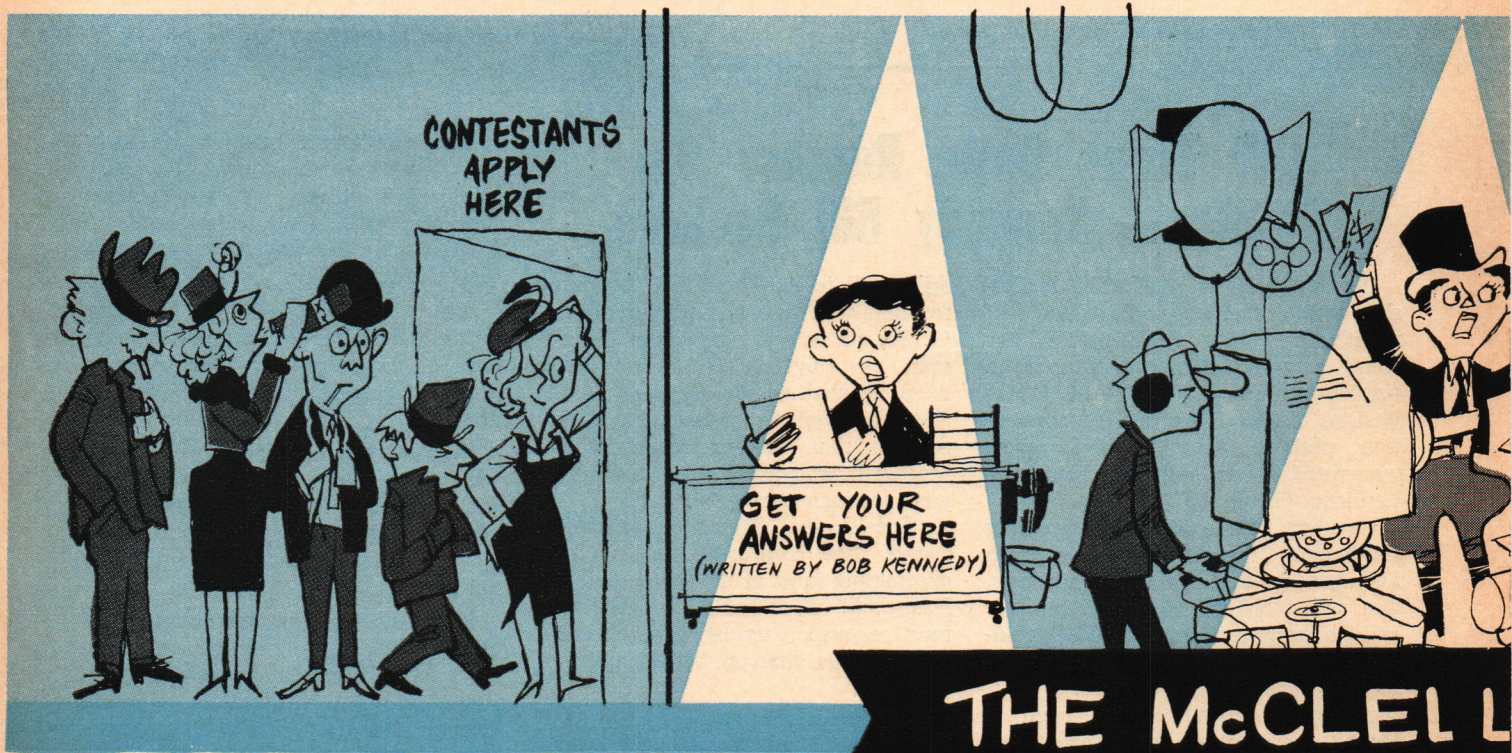
It's a story about World War II. Leo Litwak knows whereof he speaks, having served in the European Theater as a front line medical sergeant, and having received a citation for bravery under enemy fire beyond the call of duty.

Leo Litwak could do an excellent television commercial for a certain cigarette's "thinking man's filter." He has had five short stories published, but is not a fiction writer by profession. He is a professor of philosophy at Washington University in St. Louis, Missouri.

He was educated at Wayne State University in Detroit and Columbia University in New York. He is married, and at the present time is working on a new full length novel.



Litwak



THE McCLELLAN The Greatest 'Rigged'

THE television "quiz scandals" rocked the nation, but the "rigging" that went on before the McClellan Committee for two years raised scarcely an eyebrow. Maybe somebody should investigate the investigators.

Rehearsed and directed by Bobby Kennedy, the McClellan Players staged one performance after another for two solid years—and never got exposed.

Here's what happened in the phony McClellan quiz show: first, "investigators" were sent out into the field, armed with only one directive—dig up

some questions to smear the Teamsters.

Next, the investigators had to find some willing "contestants" to handle the questions. These were usually well-known dissidents or "characters" in their own areas—some of them were dope addicts, two-time losers, or mental cases. This wasn't hard, because such characters love nothing more than a good show.

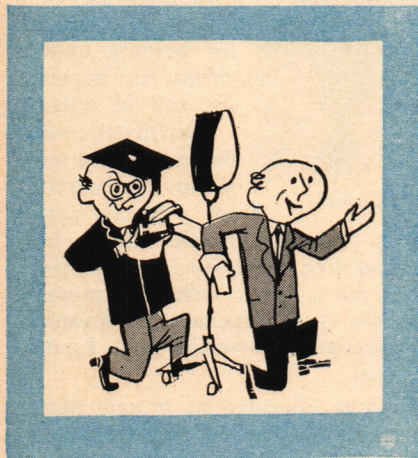
Then came the "screening" of the contestants. Possible witnesses were taken behind closed doors to see how well they could perform. If they knew their lessons well, they went before the public. If they looked like they might louse up the act, they went back home without their moment of glory.

Sometimes the script was written for them. (One contestant, who decided to renege on the affair, contradicted the contents of his affidavit. When asked about it by an unwise panelist, he responded that "the staff wrote it down for me and I signed it.")

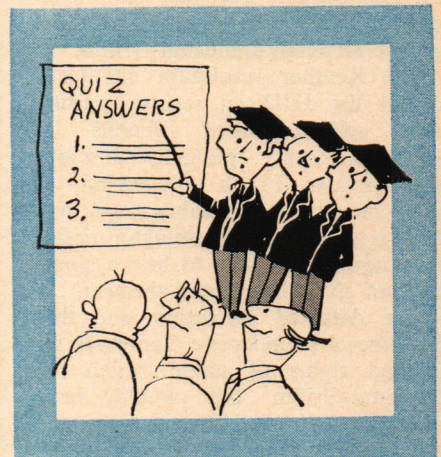
If their memory was hazy, Bobby Kennedy, the gallant master of ceremonies, would "suggest" an answer in the screening session that helped them when they were on the stage. (Some of the contestants were so hopeless that the prompting had to take place right in front of the nationwide audience.)

Other than the master of ceremonies and the contestants, the questions were closely-guarded until show time. Even the producer, Johnny McClellan, didn't have the questions in advance. The panelists didn't mind too much—their questions were sent in by union-hating sponsors back home. Now and then they would make the show look bad, but being hams, they always braved it through to commercial time.

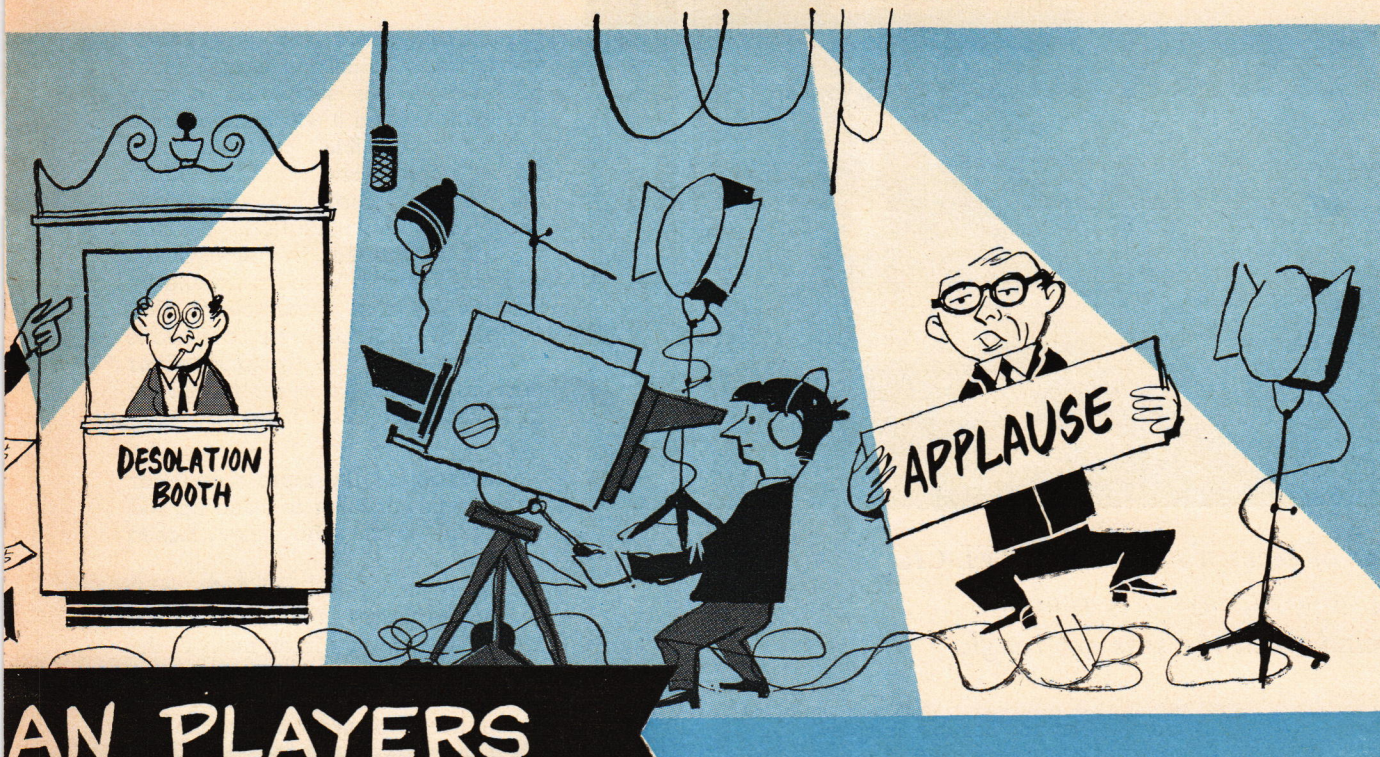
"Bad actors"—people who didn't need coaching to know the answers—were almost always avoided. The show couldn't survive on people who



"If they knew their lessons well, they went before the public."



"The favored contestants were treated to smiles and praise for their 'heroism' in learning their lessons well."



AN PLAYERS Quiz of Them All

knew what they were talking about. It would ruin the whole effect. The quizmaster—Little Bob—was enough of a showman to know that you had to strive for program unity. Besides, the truth is seldom sensational.

In order to please the sponsors and keep the ratings high, this great rigged quiz show had to "build" its heroes by making others look bad. Thus, viewers were treated to changes of mood. The favored contestants were treated to smiles and praise for their "heroism" in learning their lessons well. The "bad guys" (those selected in advance to lose) received glares

and snarls, and the questions were twisted out of shape.

When one of the "bad guys" did manage to sneak in a right answer, Little Bob ruled him wrong. (This was not exactly a clean approach, but then, the show must go on.)

Like any good studio show, the audience got coached a little, too. The McClellan Player handbills (99% of the nation's press) did a big build-up job in advance of each show. When the curtain went up, the crowd was ready. If Kennedy smiled, the nation smiled. If Kennedy hissed, the nation hissed.

Sometimes the producer—McClellan—would hold up an applause sign (one of the first phony contestants, Portland's Big Jim Elkins, convicted narcotics pusher, dope addict, racketeer, hoodlum and thug, was praised by McClellan as a "candid and forthright witness.") Sometimes he held up the "Boo" sign (in his dignified way, he was fond of asking an unrigged contestant if he had any children he would claim, or he had done one decent thing in his life.)

Like all phony quiz shows, the sponsors disclaimed knowledge of what was happening. But unlike other quiz shows, the sponsors—Chamber of Commerce, N.A.M., Arkansas Power and Light Co., and other big businesses—even disclaimed sponsorship. This made this the oddest rigged

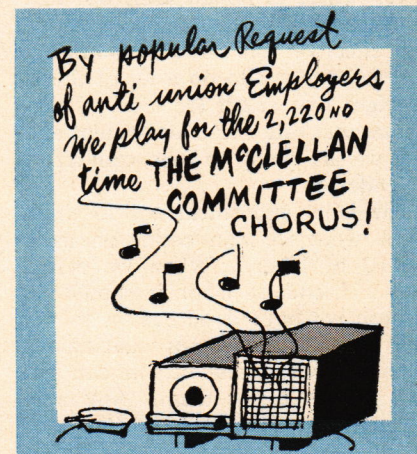
quiz show in the history of show business.

Finally, even the ratings were rigged. The newspapers tried to make it seem like everybody in the country was in favor of the show. At least they were able to convince a powerful lot of Senators and Congressmen that this was so. The commercials did not go unheeded, and anti-union sales zoomed skyward.

When the union-busting labor bill was finally passed, the show went off the air. Somehow or other, it all smacked of the old PAYOLA, but then, that's another story. Or is it?



"... handbills (99% of the nation's press) did a big build-up job in advance of each show."



"Somehow or other, it all smacked of the old PAYOLA, but then, that's another story. Or is it?"



What Happened to Labor's 'Friends'?

*Leader of seamen's union, an AFL-CIO
vice president, says they couldn't
be found when the seas got rough.*

By Joseph Curran, General President
National Maritime Union of America

IT will be a year before the country elects another president but for the would-be candidates the mad rush is on. They are running all over the map playing up to all the different segments of voters.

Organized labor is getting a good share of the attention. Everybody works at being a "friend of the working man" when elections are coming up. A lot of the fine words union people are hearing today would have meant a lot more a few months ago, during the battle over the labor bill, but there was very little of it heard then.

Everybody has got a tremendous stake in next year's election and the members of organized labor even more. There is no question but that unions must prepare now for a strong and effective role in the campaign. But we have got to do a lot of thinking right now about the kind of candidates that rate our endorsement and how we are going to help candidates we endorse.

The labor movement has to think about what we can count on as a "friend of labor." When we call a man a friend of labor it should be because we have good reason to believe that he understands what unions mean to workers and that he can and will go to bat for them. Any man who pretends to be a representative of all the people in any public office should have those qualifications.

The lessons of the last year should

have taught us that it takes more than words to be a friend of labor. The last election of Congressmen and Senators was supposed to have been a "great victory" for the liberal, progressive forces. Yet the session produced the worst anti-labor legislation since the Taft-Hartley Act—the Landrum-Griffin-Kennedy Act. And it was passed by 90 to 2 in the Senate and by 352 to 52 in the House.

Such lopsided margins are usually recorded only on something like a declaration of war. But that is pretty much what this act is—a declaration of war against organized labor.

What happened to all of labor's "friends"? The best that can be said is that some of them may have worked out a couple of deals with the anti-labor forces to ease a few of the more obnoxious provisions. And even at that they made sure they didn't have to stick their necks out too far doing so.

But none of them—with the honorable exception of Wayne Morse of Oregon—dared to get up and publicly denounce the fraud, hypocrisy and great dangers in the bill. None of them would get up and point the finger at the powers behind this vicious legislation and charge them with the truth—that they were not the least bit interested in reform, they were simply using "reform" as a screen for getting a weapon to weaken, harass and beat the labor movement.

And why did so many of the

recognized liberals and progressives stand mutely aside and even help to put this vicious legislation across? They will tell you it was because there was an "irresistible" public demand for a "reform" law. But they knew this was no reform law. They also knew that the "irresistible" demand was manufactured by newspapers, slick magazines, TV and radio and by the big business organizations that own them. If people were confused it was because all the communications miracles of the age were turned on full blast to confuse them.

* * *

That was all the more reason for these friends of labor to stand up and speak the truth. But they lacked the guts.

John Kennedy is one of the most glaring examples of fair weather liberal. Kennedy sat in on many of the most vicious jobs done on the labor movement. He was on the McClellan Committee through those long months when the show was being staged, day after day, the same act over and over, for no other purpose except to turn the public against organized labor and clear the way for restrictive legislation.

You will find in the record some fine phrases by Kennedy to the effect that there are unions that are not corrupt. But you will not find any indication that Kennedy tried to expose the use of the committee by powerful anti-labor forces and by labor-baiting fakers for their own purposes.

* * *

You will not find Kennedy condemning the abuses the committee was guilty of. He did not try to see that management abuses got the same glaring spotlight that McClellan, Goldwater and the others turned on whenever people holding union office were involved.

His role was pretty much the same on the Senate floor when the battle over the labor bill was on. Although one union-busting provision after another was tacked on to his Kennedy-Ervin Bill, he would not disown it. The important thing for Kennedy was to make himself known as a great "reformer," regardless of what price working people had to pay for it. So when the anti-labor forces took complete command of the contest over a labor bill he stayed with it and made sure his name was on the mess that came out.

Kennedy's big contribution was to go into the final committee on the bill and ask for some toning down of the

most vicious sections of the bill. And because some of these requests were granted, Kennedy comes back and expects to be hailed as a hero by organized labor.

And some of organized labor seems to feel that way about it. There are labor leaders who are going out of their way to praise Kennedy for these gestures, apparently overlooking the fact that he endorsed and voted for the oppressive bill that came out.

Now Kennedy is ready to tell everybody that the bill that was passed was not his bill. But when it would have meant something for him to disown the bill he said nothing. He put his name to the final committee report which made him a sponsor of the final bill. With all the apparatus he has working for him he cannot change that.

But Kennedy is flying all over the map in the plane supplied him by his multi-millionaire father looking for support wherever he can find it.

It seems to be fashionable these days for millionaires to seek high public office. If they can't do it for themselves they will move heaven and earth to do it for their children. This is probably a revival of the feudal tradition that the lords had an obligation to handle matters for the peasantry.

* * *

The approach of another Democratic hopeful, Lyndon Johnson, the Senate majority leader, is quite different. He takes his stand on a platform of open anti-unionism.

In a "Dear Friend" letter circulated by Johnson recently he brags about his fighting support of Taft-Hartley in 1947 and his influence in assuring a "strong" labor bill this year. At least the people he is addressing himself to know where he stands; they can count on him to do all he can against workers.

The Republican Party, too, is openly anti-labor and while they may claim to be the best friends of working people, they vote on the side of the big money and are frank enough about it. Nixon, as vice president, held the deciding vote in one of the key maneuvers over the labor bill and he cast it in favor of the union-busters.

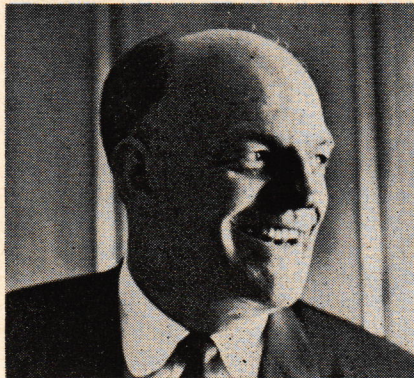
Rockefeller, in one of his early actions as Governor of New York State, sponsored a labor bill which was tailored to industry's demands with only slight sweeteners tossed in to cover up the most vicious parts.

What organized labor does next year will have a lot to do with deciding whether or not we are going to have a free labor movement in this country. By what has happened under the present administration we know how much damage can be done to the interest of workers through a hostile administration.

The actions of this Administration in the steel strike have been out-and-out strike-breaking. It was only because the steel industry knew that it had the Administration in its pocket that it dared to launch the attack on the union which resulted in the 116 days of strike, and probably more after the 80-day slave labor injunction runs out.

* * *

These forces have bigger plans in mind. They will probably try to put unions under anti-trust laws in the



Joe Curran

next session of Congress. That may be their announced objective but they will settle for a compulsory arbitration law. With that kind of law all they would have to do would be to force unions into strikes, wait for the government to step in and give them an injunction—80 days production at the old rates—and then have a settlement jammed down the throat of the union by an arbitrator.

The compulsory arbitration idea is behind the talk of "more effective" methods for dealing with big strikes that you hear so much of now. A Republican Senator, Javits of New York, who is credited with being a liberal, hinted at something like it in talking to the state AFL-CIO convention here this week. It would seem to be the party line.

These people are fine ones to talk about "effective action." The country would have had all the effective action it needed in the steel strike if the President had simply told the steel

barons that they could not count on an injunction whenever they felt it was necessary. In fact, all he had to tell them was that he would do all in his power to see to it that the American people got all the facts about the steel industry.

But everything the Administration did was designed to encourage the companies to follow the reckless irresponsible course they have followed. And the strike that resulted is now being used as an argument for stronger, "more effective" curbs on unions.

This is why labor has got to prepare itself for the coming elections. This is why labor unions have got to avoid premature action in endorsing candidates. Regardless of all the glad-handing that is going on, responsible leaders and responsible organizations should not be rushed into handing out their blessings. We have got a lot to decide about the general course labor should follow before we think of endorsements.

* * *

One of the things that must be decided first of all is that labor is going to be united in this campaign. We cannot hold off from some powerful labor groups simply because they do not carry a union label.

It is ridiculous, for example, for one part of organized labor to point the finger at another section and charge that group with being responsible for the anti-labor legislation which was inflicted on us all this year. The only ones responsible for that legislation are the industrialists and politicians who wanted an anti-labor law. If they had not wanted such a law, there would not have been any. Since they wanted it, and were ready to go all out for it, it would have made no difference what labor did or did not do—they were going to have that law.

And whenever they begin a drive like that, they will build up the necessary whipping boys and scarecrows.

It is the forces behind the bill who were our enemies in the legislative battle this year and who will be our enemies in the political battles next year. Against them, labor has got to unite its forces. If we do not unite, if the bickering continues within our own ranks, if leaders of labor continue looking for scapegoats in our own ranks, then we can look for darker days ahead for all of us. *From the N.M.U. Pilot.*

Morse Says Nation Should Mourn Order Stopping Steelworkers' Strike

Flags should have been at half-mast on the Capitol and the House and Senate Office Building one day last month, in honor of the dejected Steelworkers Union, as Senator Wayne Morse of Oregon recommended.

Morse told the Associated Press that every flag in the nation should fly at half-mast during the 80 days the steel workers were forced back to work by President Eisenhower's court injunction.

It should be done, said the Oregon Democrat, "in memory of the precious

loss of freedom for thousands of Steelworkers."

Morse's statement was issued after the U. S. Supreme Court by an eight to one decision ended the steel strike after 116 days. He said that the Court's decision "stripped of its legalisms, means that supposedly free workers in free America have been sentenced for 80 days to a form of economic peonage by a return to government by injunction."

President Eisenhower's use of the Taft-Hartley injunction, he said, shows "the absolute necessity for repealing the Taft-Hartley law if free labor is to survive in our time."

Members of Congress, Teamster Union officials and others have been critical of President Eisenhower's handling of the steel strike. The White House, they have charged played right into the hands of the steel monopoly in taking a hands-off policy for over three-months. Then, just when the strike was beginning to work to the advantage of the hard-pressed steel workers, Eisenhower instructed the Department of Justice to seek a court injunction to force the steel workers back to the mills.

To the amazement of many, Eisenhower spent a week at the California home of George Allen, an official of Republic Steel Company, and upon returning to Washington issued his orders for the steel injunction.

Meantime, Emil Mazy of the Auto Workers Union accused Eisenhower of "selling out" the steel workers to reward the steel companies for over \$200,000 in campaign contributions he received in 1956.

White House Press Secretary James Hagerty immediately denied that there had been any "sell out." He, in turn, accused Mazy of "demagoguery." He did not deny Ike had got over

Ike's Friend

Gerald Morgan, number two White House assistant to President Eisenhower and former lawyer for U. S. Steel Company, has been Ike's closest advisor on the steel strike. Morgan is well-known in organized labor circles as the man who was hired by the Republican National Committee to draft the original legislation that later became the Taft-Hartley law.

\$200,000 from steel company executives in 1956.

Steelworkers were quick to obey the U. S. Supreme Court. They were back working in the mills within 24 hours after the Court's decision. However, it took considerably longer before the mills were able to produce steel in any quantity.

Chances for settlement remain remote because the steel companies refuse to bargain in good faith. However, with Congress coming back to Washington in about 60 days, the companies may change their attitude to prevent a politically-minded Congress from repealing the Taft-Hartley injunction provisions.

David McDonald, Steelworkers president, and the Industrial Union Department of the AFL-CIO has announced that it will attempt to have Congress repeal the injunction provision regardless of settlement.

Teamsters Lend Aid To Tots



Teamsters Joint Council 13 made its annual cooperative effort with the St. Louis *Globe-Democrat* last month to raise money for the needy children's fund.

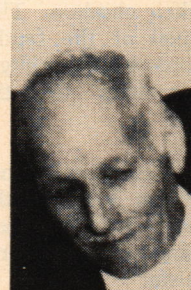
This year Teamster secretaries promoted the program by riding up and down the streets of St. Louis in a surrey with a fringe on top.

In the picture above, Ernst Neidel (at left) purchases a *Globe-Democrat* for \$1.00 from Phyllis Todd of the Joint Council office. On the right, Dorothy Lange, office manager of the Unity Welfare Association, and Patricia Kuper of the Joint Council Office make a sale to William Schneider, representative of the Missouri-Kansas Conference of Teamsters.

MISSING

Charles DiGuardo, Secretary-Treasurer of Warehousemen's Local 570, Baltimore, Maryland, reports that his father (84

years old) has been missing since Monday, September 20, 1959.



According to the Police, there is the possibility the old gentleman may have been picked up as a

hitch hiker by a truck driver.

While Mr. DiGuardo is in good health for a man of his age, he is subject to memory lapses.

The following is a description:

Height: 5' 11" . .

Weight: 160 lbs.

Gray Hair—Light Complexion

Brown Hat

White Shirt—Green Tie

Gray Trousers Black Shoes

Any truck driver who may have information concerning Mr. DiGuardo please contact the DiGuardo Family, 3803 Belair Road, Baltimore, Md., telephone BR. 6-0576 or HA. 6-2975, or contact the nearest Police Station or the Missing Persons Bureau of Baltimore, Maryland.

The Blind Need Nation's Help



Dr. Richard Wilburn is one of the blind scientists employed at the U.S. Army Chemical Corps, Dugway Proving Ground, Dugway, Utah. Dr. Wilburn with the aid of earphones and a special metering device performs highly scientific defense research work.

THERE are 350,000 blind persons in the United States today. One hundred and fifty-five thousand of these persons are between the ages of 20 and 64 years. One estimate has stated that about 85,000 of these people are able to be employed and would be available for employment if given the opportunity.

The Office of Vocational Rehabilitation, Department of Health, Education and Welfare has, however, estimated that only 25,000 blind persons are employed. Approximately 5,000 of these work in sheltered workshops for very low wages and under extremely poor working conditions.

These workers do not have the benefits afforded other workmen; most of the employees of sheltered shops are denied Social Security coverage, unemployment compensation, workmen's compensation, collective bargaining and standard minimum wage protection.

Ninety percent of the 350,000 blind people in the United States went blind after they were twenty-one years of age. Almost all of the persons within the employable age range could return to the work they were doing prior to blindness, if given some training and the opportunity to do so.

Newly-blinded persons also need to realize that blindness is only a physical nuisance and that, as blind persons, they can live full lives and continue their careers. The fastest and most effective means of bringing this realization to newly-blinded persons is by association with other blind persons who have regained their foothold on the economic ladder and are proceeding normally.

In 1940, seven State organizations of the blind formed the National Federation of the Blind. This organization has grown until it now has approximately 40,000 members, 46 State affiliate organizations and over 300 local organizations.

This organization was formed and continues to operate for the primary purpose of promoting the social and economic well-being of blind persons.

It has played an active role in bringing the problems of the blind population to the attention of Federal and State governments and to the public in general. It has provided a forum for blind persons in which they may express themselves on national, State and community affairs.

After free and open discussion, these persons are often able to find

workable solutions to the problems that confront them; then, through the organization, they are able to carry their plans into action and accomplishment.

Some persons working for Federal, State or private agencies with rehabilitation programs have vigorously opposed the self-organization of the blind. There are several reasons for so doing. The National Federation of the Blind has not been silent when wealthy agencies have failed or refused to do the work for which they have collected millions of dollars.

Our organization has opposed discriminatory treatment of individuals because of race, color, creed, national origin or personal influence. The operators of sheltered workshops also fear that an active, militant organization of the blind will bring blind workers everywhere to the realization that they, too, have the right to collective bargaining and decent wages, hours, and working conditions.

We have, with the means at our disposal, tried to discourage employers from making contracts with sheltered workshops which pay sub-minimum wages for work which could be done by the employer.

Through the device of sub-contract-

ing work to a sheltered workshop, a company can circumvent the provisions of a collective bargaining agreement and the provisions of Federal and State laws which are designed to protect working people.

This sub-contracting procedure undermines the wages of all working people in the community and gives unfair, competitive advantage to the employer who follows this practice.

Workers in the sheltered workshops must be organized and allowed to bargain collectively if their wages, hours and working conditions are to be substantially improved. Low wages, poor working conditions and a wide-spread managerial attitude of paternalism tend to destroy all human dignity in these workers and retard any rehabilitative value these shops might otherwise offer.

By participating in a strong and militant organization, these people can regain their self-respect and can more easily take their rightful places in society.

The National Federation of the Blind carries on an extensive program of helping blind persons with varying skills or professions to locate and obtain employment in industry or government.

This job is accomplished through several means. Whenever a new field of endeavor is being successfully performed by a blind worker, this information is circulated throughout the country so that other blind persons with similar skills or interests will know of it and thus be able to use this example of success in obtaining success for themselves.

Employers Alerted

Other employers are alerted to the fact that blind persons are able to do such work and thus are more willing to hire blind people. General information and educational pamphlets are circulated by affiliated local organizations in their respective communities.

Representatives negotiate directly with colleges, universities and trade schools to open previously restricted opportunities for training. Also, direct contacts have been made with employers to persuade them that former employees who have gone blind are still able to do their jobs.

This activity has, on occasion, not only resulted in re-instatement of the former employee, but also in the employment of other blind persons.

Whenever a public agency for test-

Disciplinarian

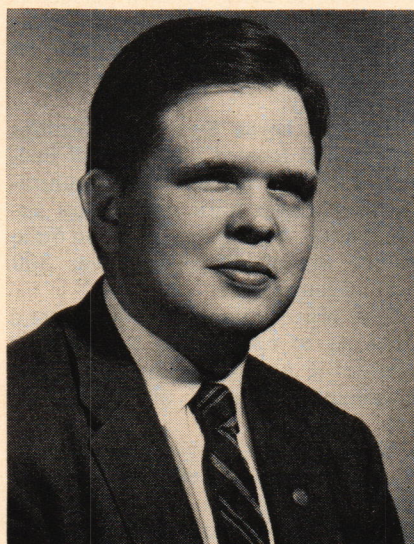
ATLANTA, GA., (AP) The manager of a state work shop for the blind has been fired for putting salt in blind employees water, dropping objects behind them and snapping shears near their ears, officials say.

Hugh Terrell said he dropped metal drums and cold drink boxes to keep the blind persons alert when they looked as if they might be asleep, investigators reported Tuesday.

Robert H. Hall, head of the state law department's criminal division, said that Terrell's reasons for committing the other acts were vague. He said an investigation showed Terrell has been harassing employees for several years.

ing or licensing prohibits any blind persons from taking such tests or obtaining such licenses, the National Federation of the Blind first sends a representative to negotiate for the removal of such policy. If the negotiations are unsuccessful, then the organization will file suit to establish the *right* of blind persons to take the test or obtain the license.

Teachers' certificates, real estate brokers' licenses, electrical contractors' licenses, and Federal Civil Service examinations have been the objects of



Paul Kirton, who reported this article, serves as Labor Liaison Officer for the National Federation of the Blind. He is a graduate of the University of Texas and the University of Texas Law School in 1956. He has been totally blind since 1941.

such action. Today, a continuing program of cooperation exists between the Federal Civil Service Commission and the National Federation of the Blind.

When the National Federation of the Blind can establish that a particular class of work can be done without sight, the Medical Division of the Civil Service Commission will review the job requirements with the view of eliminating sight as a physical requirement for appointment to the position.

As a result of this program, alone, many capable persons are now successfully performing work for the Federal Government.

The National Federation of the Blind believes that if these activities can be expanded and more information can be given to the public in every community, large numbers of the unemployed can be returned to work.

The organization insists that working men should not lose their jobs, seniority, retirement benefits or any other job benefit just because they have lost their sight. Union demand for rehabilitation and return to work may be granted when employers realize that former employees can still do a full day's work without danger to themselves or to others.

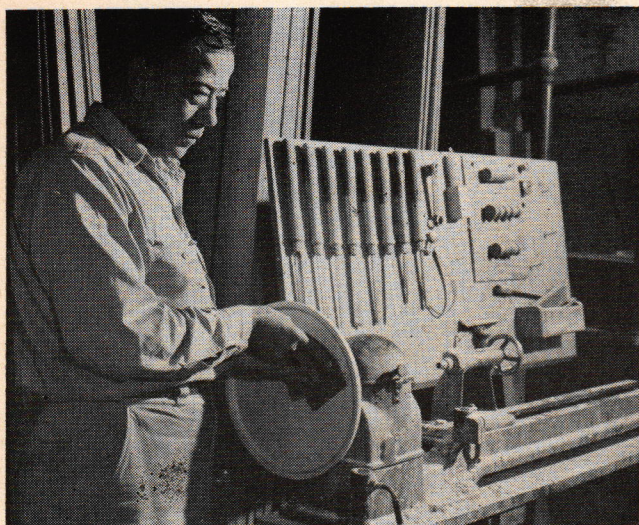
In order to carry out the purposes of the organization, it is necessary to keep the membership informed of developments. Therefore, the National Federation of the Blind has published a monthly magazine in Braille and in ink-print since 1958. The combined circulation is 8,100.

The great need for recorded material has become urgent since a large number of blind persons can read neither Braille nor ink-print. Disc recordings are the most economically feasible method of distributing information.

At present, a minimum of 300 copies a month are needed at an annual cost of \$7,500; for optimum operation, 1,200 copies per month are needed at an annual cost of upwards of \$30,000.

The organization sponsors research in important areas. It has established a committee of blind persons with a solid background in research and in the problems of the blind.

All of these men either are university professors or scientists doing research for the United States Government. A copy of the prospectus for this study on the employability



A blind student of the Oakland, Calif., Orientation Center for the Blind is expertly trained to operate the wood lathe. Dr. Jacobus ten Broek (right) is president of the National Federation of the Blind. Chairman of the Department of Speech at the University of California, he is the author of four books.

of the blind and a list of the members of the committee are herewith attached. If this project can be adequately financed, these men will investigate all the aspects of the numerous barriers to employment of blind persons. They will then attempt to plan a sound program for the removal of these barriers. One hundred and forty thousand dollars is needed to carry out this project.

Many Unorganized

Although about 40,000 persons already belong to the National Federation of the Blind, many areas remain unorganized. There is an urgent need to carry forward organizational

effort in every community if the programs previously outlined are to be accomplished.

Every employer, every union and every part of the public must receive information about the abilities of blind people so that those who become blind in the future will not suffer the extreme economic hardships that the present blind population has experienced.

In the past, the National Federation of the Blind has received help from local labor groups. On several occasions, we have passed resolutions thanking these unions for such financial help. These resolutions also

call upon all State affiliate organizations and the individual officers and members to use union-made goods and to join the unions in the places of their employment.

Aid Needed

Unfortunately, our current income and other resources are not sufficient to finance the necessary programs and research. Therefore, we must seek financial help. The National Federation of the Blind is asking organized labor for this help because of the common problems confronting both groups and the common approaches in solving these problems.

TVA Nets \$50 Million For Taxpayers

The publicly-owned Tennessee Valley Authority has reported that it made a net profit of \$50.8 million for the nation's taxpayers in the fiscal year ended June 30.

The entire profit was derived from power sale alone, which totaled \$237 million. This represents an increase of about \$4 billion in total revenues over the previous year.

However, the net margin of profit was \$4.1 million less than last fiscal year. TVA officials attributed the profit decrease to increased use of steam-generated power to meet increased power demands.

TVA is a Federal corporation owned by all the taxpayers in the nation. The Federal government has invested over \$1.5 billion in TVA power facilities since 1933.

This investment is being repayed to

the U. S. Treasury on an annual basis with about 4% interest on the original investment. TVA is several years ahead of schedule in repaying the Federal investment.

The biggest customer of TVA is the Atomic Energy Commission, which uses approximately 50% of TVA's total power output. Another 25% of TVA's power is devoted to defense industry.

Rural electric co-ops and municipally-owned power systems purchase the vast majority of TVA's remaining power, and retail it to their members. According to the Federal preference law these non-profit power systems have the first opportunity to purchase TVA power. After their needs are met, the profit power companies purchase the remaining power.

All of TVA wholesale power customers pay the same rates.

The electric power industry is naturally one of the most rapidly growing industries in the nation. Rural electrification power needs are doubling about every five years. The electricity demands of the city population are doubling about every seven to 10 years.

Teamster officials have generally supported public power projects similar to the TVA, where public development is the only method of fully developing the natural resource.

Organized labor as a whole has supported a public power program on the grounds that abundant low cost power is absolutely necessary to an expanding economy, full employment and a higher standard of living.

'Double Bottoms' Make Debut In Kansas Line Haul Tests

With the blessings of the Kansas Turnpike Authority, 100-foot-long, "double-bottom" Pacific Intermountain Express rigs—with gross weights up to 130,000 pounds — are rolling between Kansas City and Wichita, Kansas.

These units are taking part in a rigorous three-month test of longer rigs on the Midwest toll road. This may signal the start of a new service which might well become a permanent feature of Western motor freight hauling. Principal benefits are increased productivity in freight transportation and the saving of highway space by condensing two line-haul trailers into one unit.

Permission for experimental use of the vehicles was granted after what turnpike general manager Gale Moss termed "the excellent experience of New York and Massachusetts."

"They have provided no problem in traffic on New York and Massachusetts turnpikes, and we see no reason why we should find anything else here in Kansas," Moss said. "They have been able to maintain minimum speed on those roads, and the grades here make it appear we will have the same experience."

Frank McDonald, chairman of the turnpike authority, and Don Hewett,

another member, indicated they favored the move after investigating similar operations in other areas.

Acting as personal representative of Kansas Governor George Docking at the inaugural run was Senator Joseph McDowell. After inspecting the unit in detail, from front bumper to rear lights, the Senator described it as "one of the finest pieces of equipment that I have ever seen."

The tractor is powered by a 335-horsepower Cummins diesel engine which has been bridled down to standard use of 300 horsepower. (Most P-I-E units running in the Midwest use 200-horsepower.)

Most Help

Which segment of the American economy—labor, business or agriculture—received the most dollars from taxpayers? Here is the breakdown, according to the Library of Congress' research department. Agriculture received \$2,750 million. Business received \$881 million. Labor received only \$342 million. Labor is urged by agriculture to support its subsidies, and oppose subsidies to business. Conversely, labor is urged by business to oppose farm subsidies, but support business subsidies. Yet both agriculture and business are anti-labor.

Teamsters Aid Handicapped



More than 100 Teamster members in Minneapolis, Minn., headed by Ray Flick of Local 977, donated one of their Sundays to work collecting used clothing and household goods for the Goodwill Industries. The collection netted 400 tons, and will provide work for handicapped people for at least a year.

Teamster's Hobby Rated One of Best



Ed Luby and his hobby

Teamster Ed Luby, a member of Local 249 in Pittsburgh, Pa., is a collector of matchbooks, and owns one of the world's best collections.

Beginning in 1938, Luby has watched his collection grow from nothing to over 21,000 different types of matchbooks. They are all catalogued according to size and origin, and they are mounted attractively so they can be displayed anywhere.

"I would certainly appreciate assistance from my fellow Teamsters in adding to my collection," Luby said last month. "I live at 516 Blessing Street, Pittsburgh 13, Pa., and if any of the fellows run across unusual matchbooks, ask them to send them on to me."

Among his collection Luby has calendar girls, scenic views, jewelite covers, unusual shapes and sizes, ranging from "ten strike" with 10 matches to the giant oversize folder to the 15-inch fisherman's match.

His most prized matchbooks are the ones from the White House, the United Nations and one picturing the late Pope Pius.

Sorry, But . . .

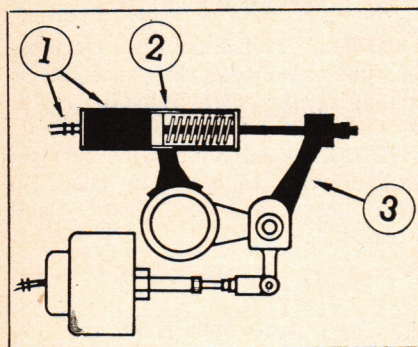
SAN FRANCISCO — You never know who will be suffering as a result of the controversial Labor Control Bill of 1959.

The Martin County Hod Carriers & Laborers have asked the United Crusade to return its \$100 check. The organization was advised that the law seems to forbid its making charitable donations and the union decided that pending a court decision or a change in the law, it dare not place itself in jeopardy.

WHAT'S NEW?

Spring Loaded Parking Brake Kit

The owners of trucks and tractors equipped with air brakes whose parking brakes do not comply with the



new ICC safety regulations will be interested in a new parking brake kit containing all parts necessary for mounting. The operation of the spring loaded parking brake is extremely simple. As long as the air pressure remains in the cylinder (1), brakes remain off. When the air pressure is reduced, heavy spring pressure (2) pulls against level (3) applying the brakes.

Anti-Fogging Liquid Called Safety Asset

An anti-fogging liquid that is said to work under practically all conditions is now on the market. Applied to the inside of windshields or windows, it helps prevent accidents by keeping the windshield clear and giving the driver better vision at all times.

Spark Arrester Adds Safety from Fire

A strong asset in fire prevention safety is a spark arrester that is recommended for use on any vehicle or machinery where hot gases or flying sparks can cause explosions or fire. Called the "Spark-Guard," the unit stops sparks by cooling exhaust gases below the point of combustion. Gas

enters the small chamber attached to the tail pipe and dissipates heat through the double walls. The guard is self-cleaning and requires no maintenance.

Back-Up Alarm Bell Prevents Accidents

Serious backing accidents caused by pedestrians or workmen not realizing that a truck is backing up until it is too late can now be prevented by employing an alarm bell marketed as Warn-A-Larm. This is a gravity-actuated mechanical back-up alarm which rings in reverse only. Fitting on the rear wheels, it is recommended for delivery, dump and route trucks which must back-up frequently during the course of their routes.

Rotating Cutter Remove Frozen Nuts

A Lancaster, Pa. firm is offering a nut cracker that cuts frozen nuts from shock absorbers, muffler clamps, exhaust flanges, spring new bolts, batteries, bumpers and engine supports. Since the unit has a 360 degree rotating cutter it can reach into tight places and can handle nuts from 4/16 up to 3/4 inch.

Marker Light has Retractable Feature

An unusual feature of a new marker light prevents it from breaking when struck or bumped and thereby saves time and money. Under pressure the lens retracts into an aluminum base. The unit is said to meet all SAE and ICC marker light requirements and is available with red or amber lens, one or two bulbs at six or 12 volts.

Timing Unit Alerts Inattentive Driver

A boon to the driver who becomes inattentive or drowsy on the road is a new alerting system called "Driv-A-Lert." Working on the principle of normal steering wheel movement, a pre-set time delay sounds an alarm to alert the driver if normal movement does not take place in a normal time. A sensing unit on the steering column measures steering wheel movement and relays it to the Driv-A-Lert. The unit fits six or 12 volt systems.

Battery Booster Kit Useful, Convenient

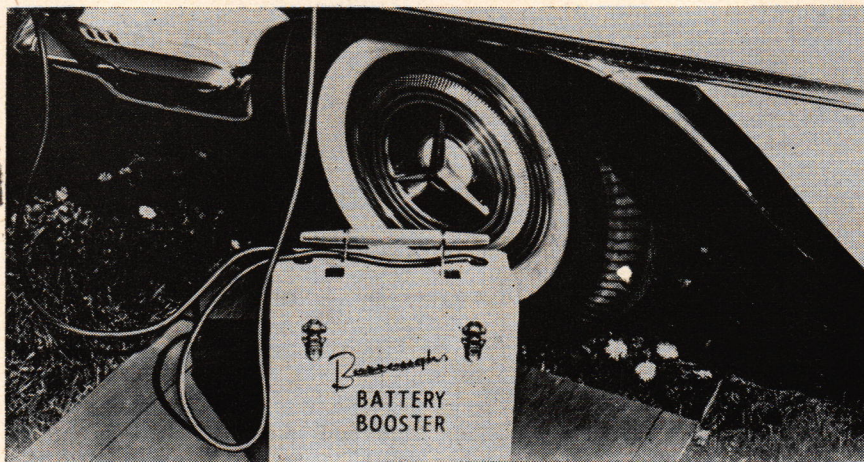
An increase in service shop efficiency with added safety and conservation of workers' strength is claimed for a new battery booster kit consisting of:

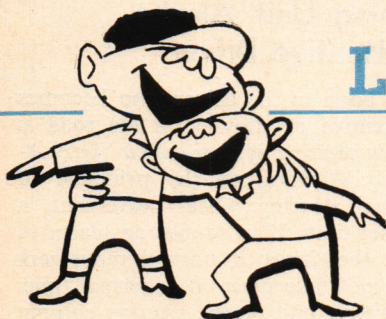
A tote cart of metal, equipped with two 7-inch rubber-tired wheels. A long tubular handle extends up to a convenient height. The platform on which the battery or battery box is set is 7 1/4 inches by 14 inches and is 4 inches from the ground. A prong beneath the platform keeps the cart upright, whether empty or loaded.

A white, enamel-finish battery box, equipped with hinged lid and two snap locks in front. This features large carrying handle atop the box and permits the battery to be carried safely in any weather.

A set of battery tongs that permit the service man to lift the battery quickly and easily, without damaging the terminals or any part of the battery.

Terminals clamps, battery clamps and cables. These are carried under the battery box handle when not in use.





LAUGH LOAD

Great Gift

Dynamometer Specialist: "It's getting so a man can't have a little snake-bite remedy around the house anymore. Everytime I bring in a bottle the old lady grabs it and hides it."

Shop Foreman: "Well, my wife's the same way. But no matter where she hides my liquor I can always find it. You see, I have a fifth sense."

Beyond Doubt

There are few things certain in this world, and one of them is that no woman is wearing shoes too large for her.

Smart Monkey

There had been an atomic war, and all human beings and animal life were dead except one monkey in a cave.

He began searching for a companion. He traveled and he traveled, and finally he found a lady monkey who was very lonesome and glad to see him.

As a sign of her welcome, she offered him an apple. But he said, "No, no! Let's not start that all over again."

Shed a Tear . . .

for the poor American industrialist. Every time he comes up with something new the Russians invent it a week later and the Japanese make it cheaper.

No Turning Back

Husband—"Have you made up your mind to stay home tonight?"

Wife—"No, I've made up my face to go out."

A Fe-line

A tomcat looked at a pussycat and purred: "I'd die for you, you beautiful thing!"

She leaned closer and looked into his eyes: "How many times?"

Case Dismissed

The judge was righteously indignant.

"I can't think of anything worse than a man beating up his wife," he said to the defendant sternly. "What made you do it?"

"Well," said the man, "she kept saying: 'Hit me! Go ahead and hit me! I'll have you brought before that bald-headed old baboon of a judge in court, and he'll fix you!'"

The Fine Point

The mountain youth, a recent bridegroom, limped to the village one morning, an eye well blackened and his head skinned.

Chancing to meet the community's old pastor, the casualty said, "Reverend, you can rest your eyes on what Lucy May did to me last night with a skillet. And you're the one who told me that if I'd get married I'd be at the end of my troubles."

"Yes, I know, son," replied the kindly parson, "but if you recollect, I didn't say which end."

Annoying

"It's useless sowing seeds two feet deep," Fothers advised his neighbor over the garden fence.

"I know," was the reply, "but it annoys the birds."

Threat or Promise?

Enraged because her husband had left his money to someone else, the widow went at once to the monument maker to have the inscription on his tombstone changed.

"Sorry," said the man, "but you ordered 'Rest in Peace' and it can't be changed."

"Well, then," returned the widow, "just add underneath 'Till We Meet Again'."

Spread the Word

Catty Cora says: "I don't mind men who kiss and tell. At my age I need all the advertising I can get."

Unhinged

Freight Claim Agent: "Have you lost an inmate recently?"

Asylum Superintendent: "No, why?"

Freight Claim Agent: "Someone's eloped with my wife!"

Serves 'Im Right

"Hiram," exclaimed Mrs. Corn-tos-sel, "that candidate you don't like is coming up the road. What'll I say if he wants to kiss the children?"

"Don't say anything. Just call 'em back to the kitchen and give 'em plenty of bread and butter and molasses."

On The Trail

"What are you doing out so late?"

"Looking for a husband."

"But you have a husband."

"That's the one I'm looking for."

Congratulations

"Binks, your suggestion saves us 5,000 man-hours a year! It even eliminates your job too. . . . Sorry to see you go!"

Well Suited

"So you wish to marry my daughter? Do you think you're suited?"

"I certainly do, sir. With her charm and your money we were made for each other."

Never Fails

Steno Jo: "Did you ever see a lie detector?"

Steno Flo: "Did I ever see one? Huh, I married one!"

Their Ups and Downs

The big problem for congressmen this session: Is it more important to get the satellites up or taxes down?—Changing Times.

FIFTY YEARS AGO

in Our Magazine

(From Teamsters' Magazine, December, 1909)

They Stand Alone

IN this past session of Congress organized labor fought for the passage of a bill that would bring 10 million unorganized workers under the minimum wage law and raise the present \$1 an hour minimum to \$1.25.

These efforts on behalf of men and women who are not even members of any union show the selfless spirit of organized labor for those workers whose labors, in many cases, are being prostituted by unscrupulous employers.

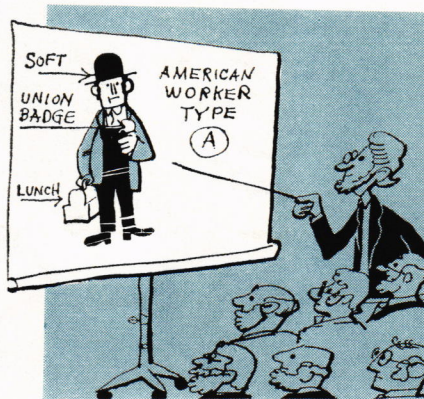
It seems things have not changed too much as far as some employers are concerned, from the horse and buggy days of 50 years ago. Listen to what our magazine had to say about those who would take advantage of workers by underpaying them. There is no hysteria here, just plain talk on the ethics of a just wage.

"If a man devotes his time to the performance of duties that have been assigned to him by another, he is entitled to just compensation, and if he does not receive this, he is robbed.

"The thing that is actually taken is the means to provide for and educate his family properly, that the children for whom he is responsible may live to be good, strong men—mentally, morally and physically good citizens.

"Of course, it is easy enough to say that every man is free to choose his employment and that nobody is obliged to work for another at an unjust rate of compensation. Theoretically this may be correct, but in actual life it is the contrary that is true. There are plenty of men today who are not able to choose their means of livelihood or to select their employers. They must work because, if they did not work, they could not live, and they must take what they can get simply because there is no opportunity for them to secure higher pay elsewhere.

"As the direct result of this utterly unjust system there is a great deal of poverty in this world that might easily be prevented if there was but some method by which employers could be

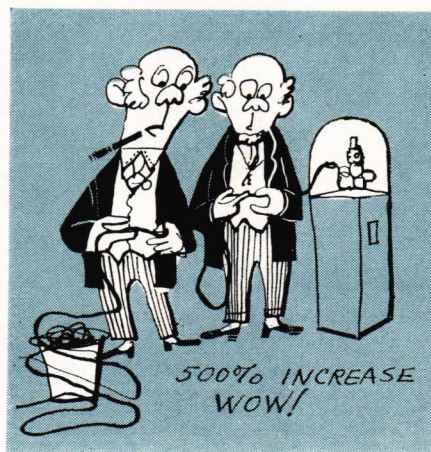


compelled to pay a decent wage instead of being permitted to secure workmen at the lowest market price.

"Undoubtedly the time will come when society will take these matters into its own hands, and will specify precisely the lowest limit at which a man may be permitted to work, but until the state actually awakens to a realization of its responsibilities and passes a minimum wage law, the duty of being just will continue to devolve upon the employer."

Money in the Bank

A WELL known eastern university recently advertised and held on its



campus a course for businessmen on how to resist unions. At one of the sessions, these businessmen were told by the lawyer who presided over the class that the best way to resist unions was to pay your employees more money, observe seniority, and to remind your employees of the high cost of union dues.

No one will quibble with the first two points, except they don't tell the whole story. It's the high cost of union dues with which we take exception.

Maybe dues are a little higher than they were 25 or 50 years ago, but so is everything else. An article in the December, 1909, JOURNAL is a pretty good answer to our lawyer friend's approach to union dues and, we're sorry to say, to some union members who continually gripe about paying dues.

"If a bank should advertise that it would pay 25 percent interest on accounts, every man that had a dollar would be breaking his neck to get it deposited in order to draw some of that large interest. But when you tell them that a labor organization will pay 500 percent on their investment, many of them pass it by without the least bit of consideration.

"To convince any non-union man who may chance to read this paper, we will illustrate the fact and let him be the judge. We know a man who was working for \$2 a day. He joined the organization of his craft and his wages were increased to \$3 a day. He had invested in this organization his monthly dues, which were 50 cents. He received just \$26 a month increase on his investment of 50 cents a month which is just exactly 500 percent a month on his investment. Is there any institution in the world that will give you more for your money?

"Still when an international union sends out an organizer at a heavy expense, endeavoring to better the condition of the man who toils, he is received with this query: 'What will I get out of it?' or 'How will it benefit me?'

"It is strange that the organizer can hold his temper when such foolish questions are put to him."

have it
DELIVERED
by
TEAMSTER

